Meeting Minutes Monroe County Employee Connections
May 7th, 2007 – Spin Caffe'

Attendees: Chris & Nina from CSEA, Ginny, Christine, Jose, Paula & Wendy, Cyril, Federation of Social Workers plus Bess & Anne

1. Introductions

2. Reviewed Objectives of the group:
   - Address equity issues by obtaining access to domestic partner benefits for interested employees. Get the group up to speed on the history of what has been done already.
   - Facilitate employee networking and assemble a critical mass of concerned employees for creating change at the County.
   - Set up a permanent support and education resource structure to support gay, lesbian, transgender and bisexual employees of Monroe County.
   - Set up awareness education for the County Unions to illuminate GLBT concerns in the workplace.
   - Plan the next steps in the process of getting the Monroe County Legislature to implement Domestic partner benefits.

3. Discussion:
   - What to do about a communication method - see about getting access to the Weekly Word to list a contact number. Also Nina will be the contact to get things into the County Connections.
   - Reviewed possibilities for next steps in the legislature action
     1. Meet with Maggie directly?
     2. Contacting Tom Privitere and Harry Bronson etc. to get their input about next steps in the process before we plan next steps. Feedback will be forwarded to the attendees.
     3. Could go as far as embarrassing the county with demonstration / challenging signs at every facility.
     4. Could institute a Class action suit for domestic partners being discriminated against based on marital status or sexual orientation.

     - Discussed need for on-going awareness-raising education county wide concerning GLBT issues on the job and offered several options to explore – speakers panel, professional training etc. Chris Wolff will take to the Federation to see if there is willingness to support financially, with facility use, advertising or programming support.

- Set up permanent support structure: monthly meeting on first Tuesday of the month 5:30pm at Equal Grounds. (Anne will confirm with Jon White at Equal Grounds for on-going availability)
- It was agreed that the email list of those present should be available to each other for networking. Bess will do.

Next Meeting: Tuesday June 5 at 5:30pm at Equal Grounds 746 South Ave.
Agenda items requested – contact Anne atischer@frontiernet.net or 426-0862.

Monroe County Chapter of Pride at Work
Inaugural Meeting Minutes
September 4, 2007
5:30-7:00 PM
(DRAFT)

Present: Scott Fearing, Cristopher Hinesley, Judy Johnson, Deb Mohr, Ove Overmyer, Tom Privitere, Anne Tischer, Bess Watts (facilitator), Cyril Waugh

Bess Watts, who moderated the meeting, invited everyone to introduce him- or herself. Members of several area unions and of the Gay Alliance of the Genesee Valley (GAGV) staff, as well as non-union members, were present. Bess explained the purpose of the meeting as a first step toward starting a chapter of Pride at Work, a constituency group of the AFL-CIO (American Federation of Labor & Congress of Industrial Organizations), whose mission is "to mobilize mutual support between the organized labor movement and the LGBT community around organizing for social and economic justice" (Pride at Work webpage).

In the general discussion which followed, several of those present who had already been involved in Pride at Work in other regions outlined the history of the organization. The GAGV staff members present, Scott Fearing and Chris Hinesley, expressed their willingness to support formation of an area chapter. Ove Overmyer raised the question of whether union members should first rally support for LGBT issues within their own union locals before starting a Pride at Work chapter, but the consensus was that forming a Pride at Work chapter should come first so that members could offer one another encouragement and advice in educating their unions about LGBT issues. It will also serve as a resource for people to contact that have specific issues relating to their sexual orientation on the job.

Bess asked how many of those present would be willing to participate in founding a chapter of Pride at Work; the majority expressed interest in doing so. Bess planned to call a meeting for October with publicity to area union members to encourage broader attendance. At the October meeting, those present will vote for acting leaders or officers of the chapter and work on other administrative tasks.

Next meeting: October 23, 2007 - 5:30 – Location: GAGV Youth Center (1st floor Auditorium Theatre)

Pizza will be provided.

All are invited regardless of union affiliation or none, LGBT or straight supporter, friend or spouse.

Call Bess Watts 426-0862 for more information.

ROCHESTER-FINGER LAKES PRIDE AT WORK
MINUTES OF MEETING
October 23, 2007
(Proposed)

Present: Christine Couchman, Federation of Social Workers; Scott Fearing, Gay Alliance of the Genesee Valley; Judy Johnson, CSEA; Tom Privitere, PEF; Nina Randazzo, CSEA; Martin Schaefer, Federation of Social Workers; Anne Tischer, non-union ViaHealth, and Bess Watts, CSEA.

Call to order: Bess Watts, temporary Chair called the meeting to order. There were no changes to the current meeting agenda.

Minutes of meeting held on September 4th were reviewed and accepted.

Report of the Chair:

- Noting the historic significance, Bess reiterated that this Chapter of Pride at Work is formally being initiated at this meeting. She reviewed the networking that has been done up to this point and identified significant supporters including: Flo Tripi, CSEA Region 6, Bernie Giambra, President Local 828, Cris Zaffuto, Vice President of CSEA Local 7400 and Aron Reina of AFL-CIO among others who are enthusiastic. Bernie stated to Bess that she wants "CSEA to take the lead". Bess also noted that this chapter's success will somewhat rely on the support of unions throughout Monroe County and the region.
- Sandra Telep of Pride At Work AFL-CIO Washington has been contacted regarding the chapter formation process and the funding process. There will be limited funding from the chapter from headquarters once a Treasurer and bank account are in place. We will work on generating letters of support and donations in future meetings. The calendar year for membership is annually from date of membership.

New Business:

Name of Chapter: Discussion and consensus was reached on our new name. We are now officially, Rochester-Finger Lakes Pride At Work (this was greeted with much enthusiasm).

Election of Officers: President – Bess Watts, Vice President Tom Privitere, Treasurer Judy Johnson, Secretary Deborah Mohr (NYSUT, in absentia but agreed in advance to a nomination and was elected)

Announcement of formation and recruitment of members:

- Anne Tischer to create flyers
- Tom Privitere to compose press release for Union distribution
- Ove Overmyer was contacted to get announcement in Empty Closet
- Labor Council distribution of flyers
- At Delegates dinner meeting December 13 Aron may speak briefly about the newly formed chapter of Pride At Work.
- It is our hope that announcements will continue to be placed in the AFL/CIO Mobilizer
- Nina will check on announcement by "all county" email
- Christine will have John Vasco announce it in the next Federation of Social Workers newsletter.
-Bess will send the fliers that Anne created to various members throughout the region.

Applications: Application for chapter formation was completed as was the individual membership applications of all attendees. Dues submitted. Eight membership forms and the charter application will be mailed. Several people have asked for membership forms.

Historical Context: It was noted that Tom Privitere was one of the founding members of Pride at Work in 1993, organization history was discussed and a copy of the first PAW newsletter was circulated.

Review of current political issues:

- Tom Privitere gave a report on the status of ENDA legislation and the Baldwin Amendment pending. The Rochester-Finger Lakes PAW chapter resolved that ENDA should include gender identity as a matter of equity.
- Review of the local political elections was done with County legislative seats in Webster, Pittsford and Greece identified as weak. There is a need for volunteer phone banking – contact Working Families Party field Coordinator Larry Knox 232-6980 x107.

Upcoming Meetings: November 15th 5:30pm Nopper Room GAGV, Auditorium Theatre. Ongoing meetings will then be scheduled for the first Thursday of the month at 167 Flanders St. (Christine Couchman will confirm availability).

Next Agenda:

Bylaws review and adoption
Generate a list of contracts up for negotiation to include GLBT families.
Domestic Partner Tax Equity Bill - Federal
Equal Access Domestic Violence Bill A6060 - State
County Legislature Domestic Partner benefit Action – County

Respectfully submitted,
Anne Tischer

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
November 15, 2007
5:30-7:00 PM
(Proposed)

Present: Scott Fearing, Barbara Gorski, Deb Mohr, Tom Privitere, Martin Schaefer, Anne Tischer, Bess Watts (Temporary Chair)

1. **Welcome and Introductions**

2. **Review Agenda:**
   Motion: Moved to approve the agenda.
   M/S: Passed unanimously.

3. **Review and Approve October 23 Meeting Minutes:**
   Motion: Moved to approve the October 23, 2007, meeting minutes.
   Discussion: Anne created the flyers and will update them with the next meeting date to distribute again. Tom asked Ove Overmyer to write a press release, which Bess sent to the Empty Closet for publication. Bess plans to attend the delegates' dinner on December 13. Nina checked about the possibility of sending all-county email messages. Aron sent 180 announcements to various union members in the area. Bess emphasized that union representatives need to post the flyers.
   M/S: Passed unanimously.

4. **Reports:**

   a. **Outreach Efforts:**
      Bess distributed copies of the November 5, 2007, press release, titled "Local Activists Battle Workplace Discrimination." She encouraged everyone to sign up at http://prideatwork.org for news. She stressed the importance of building coalitions with other social justice organizations, such as Metro Justice. Tom noted there is a Labor Lyceum program on Saturday.

   b. **Correspondence with Sandra Telep:**
      We have contacted Sandra Telep, an organizer with Pride at Work in Washington, DC, who tentatively plans to visit us in February. We can talk about the timing of her visit in our discussion of goals and objectives in the December meeting.

   c. **Communications Update:**
      Tabled until the December meeting.

   d. **History of Pride at Work:**
      Tabled until the December meeting. Bess distributed copies of an article in support of marriage equality in the latest Metro Justice newsletter by James V. Bertalone, President of the Rochester & Genesee Valley Area Labor Federation and of Local 215, American Postal Workers Union. Bess would like to get the Federation of Social Workers and CSEA to pass resolutions to support marriage equality. Martin stated he is focused on equity in general for GLBT people.

5. **Speak OUT:**
   Bess distributed a flyer for the Speak OUT: Successful GLBT Educator Training workshop Scott will be leading for the Gay Alliance of the Genesee Valley on two consecutive Saturdays in January, January 12 and 19. The $40 registration fee ($30 for GAGV members) includes lunch. Scott explained that he began training members of activist groups in Minnesota for their speakers bureaus, teaching them the skills to talk about GLBT issues successfully in any setting. He first presented the workshop in Rochester in April 2007 and has received numerous requests to repeat it. Bess and Anne have found the training of great value and encourage all PAW members to attend the workshop even if we do not choose to join the GAGV Speakers Bureau.

6. **Handouts from PAW Headquarters:**
   Bess distributed copies of two PAW handouts, "Marriage Equality Talking Points for Labor Folks" and "What Can I Do to Involve My Union in the Fight for LGBT Equality?"

7. Adopt Bylaws:

Bess distributed copies of the draft chapter bylaws she had adapted from those of a Michigan chapter. The official name of our chapter will be the Rochester-Finger Lakes Chapter of Pride at Work. Those present suggested the following changes to the draft, which Deb will revise and email to Bess to forward before the December meeting, where we will review and adopt the final bylaws.

- Article I, Section 2, opening paragraph: Anne suggested changing the sentence "We seek full equality of these and all workers, including greater openness and dignity" to read " ... promoting greater openness and dignity" and the sentence "We oppose all forms of discrimination on the job based on ... " to read "We oppose all forms of discrimination on the job based on any factor, including, but not limited to, ... "
- Section 2 l: Anne suggested changing the sentence "Advance the interests of LGBT workers through collective bargaining including ... " to read "Advance the interests of LGBT workers through collective bargaining through full benefit equity, including, but not limited to, ... "
- Section 2 n: Tom noted that some major unions had left the AFL-CIO in a dispute over leadership; the PAW constitutes a minority within a minority because unions are breaking apart and union membership is shrinking. We may need to do some research to clarify which AFL-CIO resolution is meant here

- Article II, Section 1: Martin suggested we work according to the spirit rather than the letter of the bylaws in the beginning stages; for example, we do not necessarily need co-presidents until the group has grown substantially
- Section 1 e: Deb proposed substituting our region for "Central States Region"

- Article III, Section 1 e: We will change the sentence "Steering Committee members will be elected the membership ... " to "Steering Committee members will be elected by the membership ... "
- Section f: We will hold our biennial elections in October, not December, because of our start date. Several other grammatical corrections were noted
- Martin suggested calling the Executive Committee the Executive Council or Executive Board for greater clarity. Tom will check the terminology used by some of the unions. It was agreed we want to be as inclusive as possible

- Article IV, Section 1: We agreed chapter meetings should be held quarterly at a minimum, but may be held more often. We agreed that for now chapter meetings will be held monthly, with Steering Committee meetings held once or twice between chapter meetings and Executive Board meetings held as needed. The official chapter name should be used consistently throughout the bylaws

8. Next Steps:

Bess suggested we create a timeline of contract expiration dates and dates for the start of contract negotiations. We need to think about how to educate the management side as well as the labor side. We might also want to get copies of current contracts. Tom will ask the Labor Council if there is a database of contract dates and how to get copies of contracts; in addition, we may need to look at health insurance documents.

Tom cautioned against forcing changes on the unions, but emphasized that we have a voice and vote in our own unions and locals. Martin stated he has been working on LGBT equity since 1987 and has found the unions unresponsive. Tom noted there have been some successes, including SONDA, and that we can all educate people in our own circles just by being out and open. Martin reiterated that we need to focus not only on domestic partner benefits, but on fairness in all benefits.

Anne and Bess will work on a list of contacts within the units based on the information from Aron, as Anne is not sure the official contacts are posting the Pride at Work information. We might rely on the GAGV as a resource for awareness training, such as a brief time for education during the unions' general membership meetings, and for guest speakers for regional meetings. Tom proposed we gradually develop our own "road show" and bring flyers, membership application forms, and other materials to meetings.

Bess has joined the Coalition of Black Trade Unionists, to which Tom also belongs, and the Coalition of Labor Union Women, in order to promote mutual support among PAW and those groups. Martin suggested holding a joint meeting of the various coalitions once or twice per year to work on specific issues in small groups which could then be brought to the full group, thereby building affiliations among the coalitions.

9. Bank Account and SS-4 Form:

Martin will petition the Monroe County Federation of Social Workers via John Vasko for a grant of $100 to $500 to establish a PAW bank account. Barbara will check the Monroe County orientation packet and materials on diversity to see if sexual orientation is included.

10. New Business:

Tom distributed copies of an email message dated November 13, 2007, from the Executive Director of Empire State Pride Agenda, "How to Win in the New York State Senate." Tom also announced a press conference on Monday at the Rochester Crowne Plaza to protest the hotel management's two-year opposition to union organizing. NYSUT moved its conference to Buffalo in protest, and the Public Employees Federation has canceled its reservation for September 2008.

Anne noted that Pride at Work is asking people to contact Ellen DeGeneres to request she stop writing her own material during the writers' strike. The New York Civil Liberties Union is requesting signatures in support of New York State Senate Bill 5884, "An Act to Amend the Domestic Relations Law, in Relation to the Ability to Marry." Anne distributed copies of the support letter for LGBT people on lavender paper and for straight people on yellow paper.

Anne proposed having a speaker or other program for a meeting soon and doing this regularly in order to attract new people. Anne will send a thank you note to the GAGV for the use of the meeting room.

11. Adjournment and Next Meeting:

Motion: Moved to adjourn at 7:35 PM.
M/S: Passed unanimously.

Next meeting: Thursday, December 6, 2007, at 5:30 PM, at 167 Flanders Street, Rochester

Respectfully submitted,
Deb Mohr, Clerk

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
December 6, 2007
5:30-7:00 PM
(Proposed)

Present: Christine Couchman, Judy Johnson, Deb Mohr, Nina Randazza, Anne Tischer, Bess Watts (President)

1. **Welcome and Introductions**

2. **Review Agenda:**
   Motion: Moved to approve the agenda.
   M/S: Passed unanimously.

3. **Review and Approve November 15 Meeting Minutes:**
   Motion: Moved to approve the November 15, 2007, meeting minutes.
   Discussion: In future, Deb will add a list of action items at the end of each set of minutes.
   M/S: Passed unanimously.

4. **President's Report:**
   Bess spoke about marriage equality issues at a Metro Justice training session on structural racism. She networked with representatives from groups such as Clean Money Clean Elections and the Alliance for Quality Education and told them about Pride at Work. She distributed her business card to us during the meeting and asked us to use them to refer people to her for information about our chapter.

   At work, Bess has become the "go-to lesbian." She has been involved in organizing responses to an opinion piece on marriage equality in the Monroe Community College student newspaper.

   We should all have received the latest newsletter from the national Pride at Work, which mentions the establishment of our chapter. There is also an article, based on our first press release, in the December/January issue of the Empty Closet. Bess plans to speak as PAW president at the County Legislature meeting this Tuesday to state our goal of inclusion of domestic partner benefits in all county contracts through representation on the negotiating teams.

   Nina asked whether people have to be county employees to join the chapter. Bess said Pride at Work is open to all, even non-union members, because it is important to build bridges to large corporations which tend to be opposed to unions. Anne mentioned that our alignment with the GAGV Speakers Bureau will enable us to receive and to offer education and training.

5. **Outreach/Educational Opportunities:**

   a. **UCAN:**
      Bess distributed copies of a flyer for the Union Community Assistance Network (UCAN) workshop, sponsored by the Rochester Labor Council, AFL-CIO, United Way of Greater Rochester, and Rochester Labor Studies, Cornell University-ILR, to take place at United Way of Greater Rochester (75 College Ave., Rochester 14607) from 8:30 AM to 4:30 PM on Tuesday, January 29, and Wednesday, February 5, 2008. The fee of $100 includes meals and materials. Bess hopes to be able to attend.

   b. **Baobab Cultural Center:**
      Bess distributed copies of a flyer for a program featuring the film "Freedom to Marry: The Journey to Justice," followed by a discussion facilitated by Todd Plank, at the Baobab Cultural Center (728 University Ave., Rochester) at 7:00 PM on Thursday, December 13. The program is free for Baobab members and registered participants ($7 for all others). Anne plans to attend this opportunity to network with the African-American community.

   c. **Wall Street Journal Article:**
      Bess distributed copies of an article from the Wall Street Journal Online by Sarah E. Needleman, "More Programs Move to Halt Bias Against Gays: Chubb, Other Employers Train Managers on How to Foster Inclusiveness" (Nov. 26, 2007, p. B3), which Ove Overmyer had emailed to her and Tom Privitere. It details corporate efforts in training for inclusiveness related to sexual orientation.

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
December 6, 2007
5:30-7:00 PM
(Proposed)

Present: Christine Couchman, Judy Johnson, Deb Mohr, Nina Randazza, Anne Tischer, Bess Watts (President)

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d. **Communications with County Update/Issues:**
Nina reported having contacted her department representative about including Pride at Work announcements in the county's County Connections email newsletter. The representative took the request to a representatives' meeting. The outcome of the meeting was that PAW announcements could not be included; the newsletter does not include union news or messages. The department representative suggested we go through John Vasco to circulate our announcements, which Christine said we are already doing. Anne volunteered to design a flyer to include in the orientation packets for new county employees. Barbara was checking on the orientation packets as of the last meeting. Christine volunteered to check with the Federation of Social Workers about theirs. Bess suggested putting information out at the various unions' general membership meetings. Nina noted the Leadership Academy training program, for which employers recommend selected employees, might be one venue for offering sexual orientation awareness training.

Judy noted there had been a county-wide union membership benefits program at City Place where unions provided information, although this was probably a one-time occurrence. Bess suggested having an information table at the Labor Day Parade. Judy said she was told she could post Pride at Work information near the photocopy room in her workplace. Nina suggested setting aside some money for color copies of Pride at Work documents that we could post around the area on community bulletin boards such as the one at Equal Grounds. We could have a standard flyer that says meetings are held on the first Thursday of each month rather than printing flyers with specific dates.

Old Business

6. **Adopt Bylaws:**
Bess had previously emailed a revised draft of the bylaws. Deb noted she had actually changed some provisions to simplify the bylaws as well as reformatting them to make them easier to read. As most of the members present had not had time to review them in detail, the draft revision was tabled until the next meeting. Anne noted marital and veteran status should be added to Article I, Section 2. Bess asked anyone who can't be at the next meeting to email their vote on the proposed bylaws to her.

7. **Next Steps:**
Tom Privitere is working on outlining possible next steps. Nina, Judy, and Chris will find out the contract negotiation timelines for county unions, including the county CSEA, and try to obtain copies of existing contracts (the Federation of Social Workers contract ends Dec. 31, 2008, so negotiations will start in late summer 2008). Bess emphasized that domestic partnership benefits should be included in contract negotiations whether anyone has requested them or not. Anne suggested designing a one-page handout with a definition of what domestic partnership benefits should or could include, with a list of possible areas of coverage in addition to health insurance. Bess said the national Pride at Work's document might serve to help educate management as well as the rank and file.

Anne proposed doing outreach to a specific union each month, which could involve sending literature, making personal contact, and offering speakers, in order to let people know who we are. Christine suggested finding out who the management representatives are on each contract negotiation team so we can target them specifically.

8. **Bank Account and SS-4 Form:**
Bess is waiting to hear from the national Pride at Work about our share of the membership dues. Martin has emailed John Vasco to request a startup grant. Judy will fill out the IRS SS-4 form to apply for an employer identification number for us in preparation for opening a bank account.

New Business

9. **Schedule Viewing of Educational Videos:**
Anne proposed showing educational videos or providing other activities and programs at meetings to attract new members and educate ourselves. Nina agreed that this might attract more people than business-only meetings, and suggested having the activity after the business portion of the meeting; she knows some potential speakers. Anne volunteered to show "Gay Pioneers," a half-hour documentary about the beginning of the GLBT civil rights movement, at the January meeting. Christine noted the meeting room has a DVD player and a projector.

10. **Adjournment and Next Meeting:**

Motion: Moved to adjourn at 7:00 PM.
M/S: Passed unanimously.

Next meeting: Thursday, January 3, 2007, at 5:30 PM, at 167 Flanders Street, Rochester

Respectfully submitted,
Deb Mohr, Clerk

Rochester-Finger Lakes Chapter of Pride at Work Action Items
December 2007

Action Item	Board Member Responsible	Timeline
Design flyer for new county employee orientation packets	Anne	
Design standard flyer to post on area community bulletin boards to publicize meetings	?	
Revise draft bylaws to include marital and veteran statuses in Article I, Section 2	Deb	For January meeting
Email vote on draft bylaws to Bess if unable to attend the January meeting	All	For January meeting
Find out contract timelines and get copies of current contracts for county unions	Nina, Judy, Chris	
Find out who represents management on the contract negotiation teams		
Fill out and submit the IRS SS-4 form to obtain an employer identification number for the chapter	Judy	
Bring the "Gay Pioneers" DVD to the January meeting	Anne and Bess	For January meeting

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
January 3, 2008
5:30-7:00 PM
(Proposed)

Present: Christine Couchman, Judy Johnson, Deb Mohr, Anne Tischer, Bess Watts (President)
Excused: Tom Privitere, Nina Randazza

1. **Welcome and Introductions**

2. **Review Agenda:**
   Motion: Moved to approve the agenda.
   M/S: Passed unanimously.

3. **Review and Approve December 6 Meeting Minutes:**
   Motion: Moved to approve the December 6, 2007, meeting minutes.
   Discussion: The group reviewed the December task list. Anne has been working on one-page and trifold flyers. Deb will talk to her about using Microsoft Publisher for these. Bess has been sending flyers to Aron at AFL-CIO and will talk to him about them. Anne suggested some changes to the proposed bylaws. Christine provided a current copy of the Federation of Social Workers contract to Bess. Judy and Nina will bring the current county CSEA contracts to the next meeting. Deb will keep a running list of ideas not yet assigned to anyone as tasks. Christine emailed John Vasko several questions but has not yet received a response. Bess has not heard from Martin about the money he offered to request for the chapter.

   M/S: Passed unanimously.

4. **President's Report:**
   Bess talked to State Assemblymember Susan John at the union dinner they attended, thanking her for her support for marriage equality and telling her about Pride at Work. Bess also talked to Linda Donahue about including sexual orientation issues in the labor training she provides. Bess suggested next year we place an ad in the delegates' booklet and pay for a table for greater visibility, perhaps in conjunction with the Coalition of Black Trade Unionists or the Women's Coalition.

   Bess emailed CNN about an article about Jody Foster's "lesbian lover," after which the wording was changed to "lesbian partner." She also emailed US Speaker of the House Nancy Pelosi to protest removal of hates crimes provisions from the current Iraq funding bill.

5. **Treasurer's Report:**
   Judy reported having obtained an Employer Identification Number (EIN) from the Internal Revenue Service and having filed the SS-4 form for the chapter. Bess provided a copy of the SS-4 to Deb for filing.

6. **Awareness Building:**

   a. **Nina:** Tabled until the next meeting, although Bess stated she was proud of Nina's actions.

   b. **Judy:** Judy attended an employee awards ceremony, where she helped County Executive Maggie Brooks find her way into the building, and where Judy received an award for her 25 years of service. She has posted the chapter Pride at Work button in her office and a card for the national Pride at Work in the photocopy room.

   c. **2007-2008 Directory of Local Unions:**
      Bess distributed copies of the 2007-2008 Directory of Local Unions ... , which Anne stated will enable us to find resources and to contribute our resources to other area unions. Christine

learned from John Vasko that there was a Labor Lyceum on Pride at Work years ago and proposed we repeat and update that program. She suggested capturing people's interest by presenting something different from the usual lecture. Bess, who had already intended to introduce Pride at Work at one of the Labor Lyceums, volunteered to contact the coordinator about the possibility of a forum on Pride at Work.

d. **Handouts:**
Bess distributed copies of a Newsweek article, "Altered Lives," about a Seattle woman and the death of her partner, which demonstrates the need for domestic partner benefits for protection until full marriage equality is achieved.

7. **Meeting in February with County Legislators and Union Presidents:**
Bess reported that Tom intends to invite Harry Bronson, Paul Haney, Ted O'Brien, Jim Volpone, Cris Zafutto, John Vasko, and other county legislators and union leaders to a meeting to strategize with them about how to persuade the County Legislature to provide domestic partner benefits to all county employees. The group decided to meet Thursday, January 10, at 5 or 5:30 PM at Tom's house to plan the meeting. Anne suggested inviting someone from the sheriff's deputies union; Bess will check with Tom for names.

Old Business

8. **Adopt Bylaws:**
Motion: Moved to approve the bylaws as amended.
Discussion: Anne noted some changes that were needed.
M/S: Passed unanimously.

9. **Movie – Gay Pioneers (30 minutes):**
Anne offered a brief introduction to the movie "Gay Pioneers," which the group then watched.

New Business

10. **Other Ideas:**
Christine proposed holding a joint meeting of the Committee on Equity and the union boards to discuss domestic partner benefits. Anne suggested showing the film "Out at Work" in the March meeting.

Anne proposed sending a letter to every union local in the directory to introduce Pride at Work – who we are, what we offer, activities, and terminology – and volunteered to write a draft letter for us to revise together. She stated it would take a minimum of six contacts per person to have them notice Pride at Work, and suggested an initial letter, a follow-up phone call, contact with the Diversity Committee/Committee on Equity, and sending flyers and cards. She proposed we bring our ideas to the next meeting, where we could actually begin work on them.

11. **Adjournment and Next Meeting:**

Motion: Moved to adjourn at 7:00 PM.
M/S: Passed unanimously.

Next meeting: Thursday, January 10, 2008 – time and location to be determined

Respectfully submitted,
Deb Mohr, Clerk

Rochester-Finger Lakes Chapter of Pride at Work Action Items
January 2008

Action Item	Board Member Responsible	Timeline
Finish designing flyer for new county employee orientation packets	Anne	
Finish designing standard flyer to post on area community bulletin boards to publicize meetings	Anne	
Consult with Anne about Microsoft Publisher	Deb	
Keep an ongoing list of ideas	Deb	
Find out contract timelines and get copies of current contracts for county unions	Nina, Judy	
Find out who represents management on the contract negotiation teams		
Contact the coordinator of the Labor Lyceums about a Pride at Work program	Bess	

Rochester-Finger Lakes Chapter of Pride at Work Idea List
January 2008-

1. Hold a joint meeting of the Committee on Equity and the union board about domestic partner benefits

2. Send an introductory letter to every union local in the 2007-2008 directory, followed by a phone call, contact with the Committee on Equity, and flyers and/or cards

Rochester-Finger Lakes Chapter of Pride at Work
Meeting with Rochester Labor Council Executive Board
Minutes
February 7, 2008
6:00-7:00 PM
(Proposed)

Present: Ralph Carter, Christine Couchman, Judy Johnson, Deb Mohr, Tom Privitere, Nina Randazza, Anne Tischer, Bess Watts (President), Debbie Lee, Cris Zaffuto

1. Welcome and Introductions

RLC President Jim Bertolone turned the gavel over to Tom Privitere, the staff director of New York State Public Employees Federation and a member of the recently formed local chapter of Pride at Work (PAW). Tom introduced Bess Watts, president of the chapter.

Bess introduced herself as president of the Rochester-Finger Lakes Chapter of Pride at Work, an AFL-CIO constituency group. The local chapter formed in October 2007, serving the same area as the Labor Council. PAW advocates for equitable treatment of gay, lesbian, bisexual, and transgender employees in the workplace. She introduced her spouse, Anne, to whom she was legally married in Canada, who with her started talking to the Monroe County Legislature a year and a half ago about DP benefits. Employees at Monroe Community College, Bess's employer, had DP benefits that were denied to other county employees. Bess met with County Legislature president Wayne Zyra and then majority leader Bill Smith, as well as Doug Dobson, who were receptive to the idea of DP benefits for county employees.

The members of Pride at Work and other invited guests who were present introduced themselves: Ralph Carter, a Xerox employee; Anne Tischer, twice a former Monroe County employee (Anne came to advocacy in this area because her former supervisor, who retired after 32 years, was unable to put his partner on his health insurance plan); Deb Mohr, a member of the Monroe Community College Faculty Association; Nina Randazza of the Monroe County Health Department Disease Control Unit; Christine Couchman, a member of the Federation of Social Workers; Tom Ferrarese, a Commissioner of the Monroe County Board of Elections; Harry Bronson, minority leader of the Monroe County Legislature, who announced that Monroe County Legislator Ted O'Brien was en route.

2. Presentation:

In response to a question from the Labor Council, Tom noted the distinction between marriage equality, which would affect the entire state, and DP benefits, which could be passed within the county to bring blanket benefits for all county workers whether gay or straight, union or non-union members. DP benefits have existed in the private sector for at least 20 years, traditionally referring to health insurance. Insuring uninsured union members is a matter of equity for both GLBT people and straight, unmarried domestic partners.

Tom outlined the goals and objectives of PAW in today's meeting:

1) To advocate for securing DP benefits for all county employees
2) To educate leaders about the history of DP benefits
3) To supply samples of useful materials related to this issue

Tom noted that DP benefits have long been a "throwaway" issue in contract negotiations, as has been true at the state level for many years. The goal of PAW is to educate union members and others about GLBT issues. He reviewed the DP benefits history handout in the packets given to Labor Council executive board members. DP benefits started in the mid-1980s, when a number of contracts began to include them, mainly for GLBT people but also for heterosexuals. Lotus offered DP benefits to gay and lesbian employees in 1991 after a grassroots effort similar to the recent Monroe Community College lawsuit. Many major corporations followed, recognizing the equity issue and the positive effects on

recruitment and retention. The entertainment industry and academic institutions began offering DP benefits in 1992. The union models included straight people, whereas the private companies offered DP benefits only to gay and lesbian people because straight people can marry.

In 1994, Governor Cuomo issued an executive order against government discrimination based on sexual orientation. No statewide legislative protection existed until the passage of the Sexual Orientation Non-Discrimination Act (SONDA), which took effect in 2003. In 1993, domestic partnership benefits were granted to New York State employees. In 1994, Tom was the chief negotiator for the Public Employees Federation (PEF) and formed a coalition with several other unions to negotiate for DP benefits. Governor Cuomo intended to implement DP benefits in January 1995 for state employees, but the new state Attorney General Vaco rescinded them after Governor Pataki's election. PEF filed and won a charge of improper practice which made DP benefits a mandatory subject of bargaining in a settlement with Attorney General Vaco. Governor Pataki and state Senate majority leader Bruno rescinded the New York State Senate nondiscrimination policy. PEF pushed for negotiation for DP benefits for their coalition contract. DP benefits were included in all state contracts in 1995, and in 1996 PEF won its case against Attorney General Vaco. This saga demonstrates the need to form coalitions with all unions in solidarity to avoid having individual unions "picked off."

Tom reviewed the statistics at the bottom of the second page of the handout. New York State employees received DP benefits in 1995. In April 2007, 373,158 New York State employees and retirees were enrolled in the various health benefits systems, of which 3,493 had applied for DP benefits. Only 863 gay and lesbian people receive DP benefits through New York State employee health plans. Bess noted participation is low because of the dire tax consequences; she paid hundreds of dollars more in taxes per month with Anne on her health plan because the benefit is treated as imputed income. Tom noted that Monroe County lags behind other public employers, such as the Rochester City School District, which in 2005 had 16 DP enrollees out of 5300 employees (RCSD limits DP benefits to gay and lesbian people).

In response to a question from the Labor Council, Tom stated the ability to pay for health insurance in pre-tax dollars depends on the employer. Bess added that DP benefits may also apply to bereavement and sick leave. In most contracts, according to Tom, the word "spouse" is replaced with "spouse or domestic partner" to make the benefits equal for both groups.

A member of the Labor Council noted the City of Rochester legislated DP benefits for its employees in 2002, so that the benefits are not constantly subject to renegotiation. This member felt showing the low cost of DP benefits might be the best route to acceptance. Tom noted it is also an equity and business issue. He pointed out the handout with a list of the various criteria used to grant DP benefits. The eventual goal is marriage equality.

Tom explained that PAW had invited several county legislators to this meeting to see the links between PAW and union leadership. He has found many legislators open to the idea of DP benefits because of their corporate backgrounds or their ability to grasp the equity issue. A Jim Bertalone, President of the Labor Council mentioned that he had attended a program on the book The Rise of the Creative Class by Richard Florida, which County Executive Maggie Brooks also attended, about the success of several cities in attracting young entrepreneurs, college employees, and gay people through cultural and entertainment development. Tom agreed that jobseekers look at the available indices for how local governments treat the workforce when deciding where to move.

Monroe County Legislature Minority Leader Harry Bronson noted he has talked to County Legislature President Zyra and tried to talk to County Executive Brooks about these issues. President Zyra supports DP benefits and the equity issue, but also recognizes the political pressures from the right, especially the religiously conservative right. Many politicians prefer not to risk their political necks by passing legislation. They realize that unions have to advocate for many issues in contract negotiations, some of which affect more members than others. Harry suggested continuing the dialogue about the economic issue of attracting good employees and creating a vibrant community. Harry noted he had proposed an economic development item with a small amount of funding, but it failed to pass.

Ralph Carter presented the statistical information from the packet, obtained from the Human Rights Campaign. HRC annually compiles a Corporate Equality Index based on ten criteria. The Rochester area statistics cover corporate employers listed in the Rochester Business Journal, of which there are 48 with more than 35,000 employees that participated in the latest index. 30 of these earned a rating of 100% by meeting all ten criteria, such as having sexual orientation nondiscrimination policies and sponsoring federal legislation for sexual orientation nondiscrimination. 48 companies in the Rochester area offer DP benefits, a list we might be able to use to our advantage, as it demonstrates that the private sector knows how to treat employees fairly. Tom pointed out that public-sector employees in the Rochester area with substandard working conditions should not be treated differently from employees in the private sector.

3. Strategies:

Harry Bronson emphasized the difficulty of making our point to the county legislature. Union members can either make it at the negotiating table or the Labor Council could consider passing a resolution to present to the legislature. A Labor Council member objected that resolutions could be proposed but would not come up for vote if Monroe County Republican Committee Chairman Steve Minarik opposed them. County Legislator Ted O'Brien stated that anything Democratic legislators proposed will be defeated unless a few supportive Republican legislators can be found, though the committee structure makes that difficult. He noted that some top leaders are very critical of DP benefits, but it is possible the Martinez case will have legal ramifications that are not as yet known.

Harry Bronson suggested making the point that offering DP benefits to county employees would aid economic development, which is a key area for County Executive Brooks in order to prove herself a real leader in the county. He emphasized the need to bring up this issue whenever other economic issues are discussed.

A Labor Council member suggested "plan B" might entail asking a few Republican legislators to support DP benefits for county employees. John Vasko, President of the Federation of Social Workers, replied that he has been working for DP benefits since the early to mid-1990s, but has met strong reaction against them.

Others stated they would be interested in leave benefits as well as health insurance, and that issues often get "picked off" one by one in the negotiation process. Some felt a strategy to keep the unions together through a resolution might succeed better. It was agreed the unions need to work together to communicate with and persuade the county legislators.

4. Adjournment and Next Meeting:

Motion: Moved to adjourn at 7:10 PM.
M/S: Passed unanimously.

Next regular PAW meeting: Thursday, March 6, 2008

Respectfully submitted,
Deb Mohr, Clerk

Rochester-Finger Lakes Chapter of Pride at Work Action Items
January 2008

Action Item	Board Member Responsible	Timeline
Finish designing flyer for new county employee orientation packets	Anne	
Finish designing standard flyer to post on area community bulletin boards to publicize meetings	Anne	
Consult with Anne about Microsoft Publisher	Deb	
Keep an ongoing list of ideas	Deb	
Find out contract timelines and get copies of current contracts for county unions	Nina, Judy	
Find out who represents management on the contract negotiation teams		
Contact the coordinator of the Labor Lyceums about a Pride at Work program	Bess	

Rochester-Finger Lakes Chapter of Pride at Work Idea List
January 2008-

1. Hold a joint meeting of the Committee on Equity and the union board about domestic partner benefits

2. Send an introductory letter to every union local in the 2007-2008 directory, followed by a phone call, contact with the Committee on Equity, and flyers and/or cards

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
March 6, 2008
5:30-7:00 PM
(Proposed)

Present: Christine Couchman, Deb Mohr, Tom Privitere, Nina Randazza, Martin Schaeffer, Anne Tischer, Bess Watts (President)
Guests: Harry Bronson, Jose Ortiz, John Vasko, Cris Zaffuto
Excused: Judy Johnson

1. **Welcome and Introductions**
   Bess introduced Cris Zaffuto, the new president of CSEA Unit 7400, who replaced Jim Valpone, and welcomed Harry Bronson, minority leader of the Monroe County Legislature.

2. **Review Agenda:**
   Motion: Moved to approve the agenda as amended.
   Amendment: Martin asked to add under New Business discussion of the US Senate bill to require mental health insurance benefits equal in coverage to those for physical health.
   M/S: Passed unanimously.

3. **Review and Approve January & February Meeting Minutes:**
   Motion: Moved to approve the minutes of the January 3 and February 7, 2008, meeting minutes.
   Discussion: Bess forwarded the minutes of the meeting with the Rochester Labor Council to Aron to share with Jim Bertolone for review and to provide the Labor Council with a record of the meeting. She asked John Vasko to check at next week's Labor Council delegates' meeting that Jim had received the minutes.
   M/S: Passed unanimously.

4. **President's Report:**
   Bess distributed copies of flyers for several upcoming events. Tom stated the Empire State Pride Agenda has asked unions to sponsor a bus to Equality & Justice Day in Albany on April 29, which more than 1,000 people attended last year, and distributed copies of the email request from ESPA. He also noted that Jacob Lieberman, the new director of Pride in Action for ESPA, and several other ESPA staff members would visit Rochester March 17 through 19. Tom plans to have an open house for the Rochester Labor Council to meet them and invited PAW members to attend.

   Bess announced that Anne would be a presenter, along with an attorney and a bank president, at a workshop on "Protecting Our Families: Legal and Financial Planning" sponsored by the Finger Lakes LGBT Workplace Alliance (FLLWA) on Saturday, March 8, from 10-12 at 100 Meridian Center, Suite 200. Anne planned to discuss chronic care and Medicaid. Martin has a disc by Suze Orman, who has just come out as a lesbian, with financial information to help anyone, and noted there is a New York State website for creating wills.

   Sandra Telep, a PAW field organizer, will come to Rochester in mid-May for two to three days and may be able to do some training with us on raising awareness, working with local unions, and connecting with other PAW chapters and what the major agenda issues are. John volunteered to help host her.

   The Rochester Labor Council's Education Committee asked Bess to present a program in March about marriage equality, but she requested a fall date in order to have more time to prepare. She suggested showing "Freeheld," a documentary about a terminally ill New Jersey police officer who fought for survivor's pension rights for her partner.

   Bess's "Speaking Out" essay condemning Monroe County's appeal of the Martinez decision was to

be published in the March 7 Democrat & Chronicle opposite the essay by Monroe County Executive Maggie Brooks. Bess signed the essay as president of the Pride at Work chapter in order to publicize the existence of the chapter.

Bess distributed copies of a Pride at Work chapter brochure for the members' approval. Cris noted it needs the "union bug" imprint to show it was printed in a union shop. Anne asked how to coordinate distribution of the brochure at union orientation sessions. Bess will meet with Jim Bertolone and Aron about the best way to do this and will send the final file to John for printing.

5. **Vice President's Report:**
Bess distributed copies of a City article published in April 2007 which Tom stated confirms Monroe County Legislature President Wayne Zyra's support of domestic partnership (DP) benefits for county employees. Tom noted that key legislators seem positive but haven't followed their beliefs with action. Tom fears DP benefits are taking a back seat to the marriage equality issue because of the Martinez case and stressed the need to continue to support DP benefits. He would explain to labor leaders that the City of Rochester and New York State, which offer DP benefits regardless of sexual orientation, model this union equity issue. Unions have always been at the forefront of equity issues, such as pay equity for women. Pride at Work's mission is to promote equity for LGBT workers, but not necessarily exclusively; we can advocate for straight workers as well. He would prefer to present DP benefits as a personnel policy issue rather than having them part of a negotiation wish list that gets shunted aside.

Tom proposed discussing strategies for advocating for DP benefits, which is why he had invited Harry, Cris, and John to this meeting. The current political situation might actually make it an auspicious time to approach County Executive Brooks for DP benefits for county employees. He suggested asking her for a formal meeting with a small group of PAW members, as PAW is not bound by partisan politics and represents a broad spectrum of labor.

John said he had talked to representatives of the road patrol and court deputies' unions, who expressed support even though they were not at the Rochester Labor Council meeting. Martin emphasized the need for support from a variety of people from all sectors, since the majority of people who take advantage of DP benefits are straight. John would prefer to see a legislative solution rather than trying to negotiate for DP benefits. Tom said we could show County Executive Brooks that the unions support the benefits and would not object to the county's providing the benefits without negotiating them separately in each contract.

Harry outlined some issues for consideration. He explained the political reasons for the county to appeal the Martinez decision and the determination of the county legislators to take DP benefits to the bargaining table. None of them wish to be perceived as "gay-friendly" or as supporting "special rights." They prefer to have DP benefits in contract negotiations for easy defeat. Harry agreed with Tom's proposal to make the county aware of union support for DP benefits and to request a separate memorandum of understanding or other resolution outside the bargaining process. DP benefits might be a way for County Executive Brooks to save face with one segment of the community while still serving the interests of her party; we can play into the economic development issue by emphasizing DP benefits as a factor in local quality of life and employee retention. Harry feels the economic angle might persuade her, especially given the Rochester Business Journal survey that showed 60% of those surveyed support DP benefits. He suggested seeking a meeting with the county administration to present the economic advantages and the employment equality issue of DP benefits, which help more heterosexual than gay employees.

Martin asked what "gay-friendly" and "special rights" mean; to him they suggest a religious or moral viewpoint. Harry replied that a press release has quoted County Executive Brooks as claiming she is doing the will of the people by appealing the Martinez decision. Martin noted the Federation of Social Workers has a very open policy about benefits and suggested that if moral standards are applied, they should apply across the board.

Anne stated that she and Ralph Carter of the Finger Lakes LGBT Workplace Alliance plan to ask the heads of the 45 companies in Rochester with DP benefits to sign a letter to County Executive Brooks in support of DP benefits for county employees. She asked whether now is the time to make this a high-visibility issue. Harry responded that many practice an appeasement strategy of talking the talk with no follow-through, which succeeds in allowing them to delay everything. If the 45 companies joined the campaign, it would create pressure without being too abrasive; the county legislators would probably pay attention to the survey data from the Rochester Business Journal because support from the business community is unexpected. We also need to be aware of upcoming contract negotiations and how this might affect them, because while the marriage equality issue will be fought in court, the issue of DP benefits will probably be fought in contract negotiations.

Tom added that activity has already ratcheted up and praised the idea of sending a letter of support from the business community to County Executive Brooks to show that many disagree with her position. He suggested requesting a meeting with her for the PAW chapter. Martin commented that we need to get straight people to step up, since 95% of those at Kodak who use DP benefits are heterosexual. Jose Ortiz, a member of the Federation of Social Workers Committee on Equity, said that many people see DP benefits as a gay issue. Harry noted that we need to educate people that gay people do not have the option of marrying to obtain benefits for their partners.

Cris asked if there were any way to find out where employees in the county who use DP benefits live in order to have them lobby their legislators, but Tom replied that we have a limited ability to identify individuals. He suggested a strategy of ratcheting efforts up to the next level, using the marriage equality issue as an opportunity to negotiate with County Executive Brooks. We could emphasize that DP benefits would be a good business decision, rather than focusing on the moral issue of marriage, and encourage her to direct the county negotiators to accept DP benefits in negotiations. This would benefit her public image without dealing with the marriage equality issue. John agreed pressure from the business community would be effective and that we should try to get DP benefits off the bargaining table. Bess noted that sexual orientation is part of the nondiscrimination policy.
Harry cautioned that the FAIR plan, the intercept of the county sales tax for Medicaid, is another fast-track issue which the Appellate Court will decide shortly. If the county loses, it will probably appeal to the Court of Appeals; an ultimate loss would force the county to re-examine the budget. Harry noted that because of the small amount of money involved for DP benefits for county employees, he had suggested to the county administration and the Republic majority that they include them in the budget and obtain memoranda of understanding from all the unions. He proposed we urge the county to include DP benefits in the budget as a low-cost, low-profile item.

Tom will draft a letter to the heads of the unions which represent county employees to request support letters from them. Anne and Ralph Carter are working on a letter from FLLWA to ask the heads of companies in the county which provide DP benefits to support DP benefits for county employees. We might also solicit letters from leaders of cities around the country which provide DP benefits, as mentioned in a November or December 2007 article in the Advocate, about why they provide them.

6. **Treasurer's Report:**
Bess reported in Judy's stead that John had agreed to pay for the color printing of the PAW brochure for distribution in new county employee orientations. We have $112 in our bank account and need a couple more members to sign signature cards.

Martin reported that AFL-CIO policy states we are entitled to one cent for every person the Rochester Labor Council organizes (i.e., the current number represented by the RLC), but that we need to make our request at the beginning of the budget cycle. The budget is approved during the summer. Bess asked if anyone was interested in working on this. Martin suggested the Federation of Social Workers could ask for money for a certain number of members. Jose described a proposal in the FSW's Committee on Equity to pay up to $50 per member for membership in constituency groups, which could be distributed as $25 for membership in PAW and $25 toward another membership. Martin agreed to try to recruit new PAW members among FSW members. Jose emphasized the need for

those who receive the subsidy to participate and not just attend meetings. Cris offered to help with the Coalition of Black Trade Unionists and suggested starting at the top and working down in persuading CSEA to support PAW membership. She also suggested who to approach about including PAW in the Rochester Labor Council budget.

7. **Awareness Building:**

   a. **Public Defender and Open Government:**
   Anne stated the protest about the Public Defender appointment process focused on creating open government, not just on that issue, which has gone to court. On Saturday, about a hundred people met in the Central Church of Christ on Plymouth Avenue about open government, with minority and church leaders present. This demonstrated cooperation between two philosophically different groups. Anne encouraged PAW members to attend the March 11 County Legislature meeting and write letters to their county legislators in solidarity with the groups who are protesting the Public Defender appointment process. Cris emphasized we need to draw people from the suburbs to protests as happened when the school health program was being eliminated. Anne also suggested a PAW member who is a county employee introduce the PAW to the new Public Defender, Tim Donaher, along with the sexual orientation nondiscrimination policy in the county's Civil Service Reference Guide.

   b. **Marriage Equality Protest:**
   Nina reported the protest was powerful, with 50 to 60 people present at the noon rally and more than 190 at the evening rally according to Bess. Tom noted that Brighton Town Supervisor Sandra Frankel was present at both. Bess also saw Rochester City Council member Tom Pritchard.

   c. **Other:**
   Bess distributed copies of the letter to the editor of the PEF newsletter, The Communicator, in support of the article in the previous issue about Pride at Work, from the Arizona mother of a gay son. Bess stated this shows that "what we do is greater than who we are" and that we need to speak up in order to avoid giving people permission to ignore us.

   Nina asked whether we could write a letter to the other CSEA units about supporting DP benefits. Cris and Tom suggested she run for union steward for the Health Dept. and volunteer for the negotiating team in order to gain legitimacy and to avoid being accused of side negotiations. Bess stated she and Pat Wolff obtained DP benefits in the MCC CSEA contract by requesting them; she found it is harder for negotiators to deny DP benefits to someone directly affected by them.

Old Business

8. **Review Task List:**
   Most of the tasks from the last meeting have been accomplished or are in progress. Nina brought a copy of the CSEA contract to give to Bess.

9. **Adjournment and Next Meeting:**

   Motion: Moved to adjourn at 7:10 PM.
   M/S: Passed unanimously.

   Next meeting: Thursday, April 3, 2008 - 5:30 PM – 167 Flanders St.

Respectfully submitted,
Deb Mohr, Clerk

Rochester-Finger Lakes Chapter of Pride at Work Action Items
January 2008

Action Item	Board Member Responsible	Timeline
Check with Jim Bertolone about whether Aron forwarded the minutes of the PAW meeting with the Rochester Labor Council to him	John Vasko	Next RLC meeting
Send PAW brochure file to John Vasko for printing	Bess	ASAP
Draft letter to unions that represent Monroe County employees about supporting DP benefits	Tom	
Recruit PAW members among Federation of Social Workers members	Martin	

Rochester-Finger Lakes Chapter of Pride at Work Idea List
January 2008-

1. Hold a joint meeting of the Committee on Equity and the union board about domestic partner benefits
2. Send an introductory letter to every union local in the 2007-2008 directory, followed by a phone call, contact with the Committee on Equity, and flyers and/or cards
3. Ask for a PAW meeting with County Executive Brooks about DP benefits for county employees, emphasizing the economic advantages, low cost, and support from the area business community
4. Petition the Rochester Labor Council to include PAW in its next budget
5. Introduce PAW and the county's sexual orientation nondiscrimination policy from the Civil Service Reference Guide to new Public Defender Donaher

Chapter Conference Call
3/24/08

Cheryl S. (MI)
Cynthia Paul (MI)
Cheryl B. (MI)
Peggy (CT)
Stephen (HI)
Bess (Rochester)
Gillian (LA)
Patty (NY)
Sandra (staff)
Brian (SD)
David Jarnes (W. Mass)

Brian: Welcome and Introductions (name and chapter)

Sandra:
UCP – Union Certification Program overview and an invitation for any chapter who might like to bring one to their area to contact me at stelep@aflcio.org
Voter Edge – Pride At Work is working on a campaign to get out the vote. If your chapter already participates in GOTV or voter registration, please tell us about it so we can count your efforts. If your chapter does not participate but would like to get involved, contact us and we can provide you with resources to get started.
"Sleep With the Right People" posters from UNITE-HERE – Contact staff if you would like to receive posters for your pride events. stelep@aflcio.org Please specify date you need them and quantity.

Brian:
EC Update – locating a suitable location for the National Convention: Likely to be in Detroit (combination of cost and a strong chapter). More information will be forthcoming.
NEB meeting – Weekend 3-4 of May in Washington DC at the AFL-CIO headquarters
Pride – In addition to the UNITE-HERE posters, don't forget to let the staff know if you will additional resources for your Pride events.

MI – the Supreme Court lawsuit: awaiting a decision in the summer. Working with a coalition of groups to secure DP benefits – but still waiting on court decision. Preparing for Prides across the state. April 5th membership meeting.

HI – Membership meeting April 18th. Last one was in October. Working with AFSCME local on convention in May. Delegates working to put forward a civil union resolution. State provides DP benefits but not negotiated by state workers – covered by trust fund. Bill put up in state legislature that would exempt DP benefits from state taxes.

LA – 3 day walk from Hollywood to long beach as an action for good jobs in the city. Identifying a group of queer walkers to talk about their issues as workers and marriage. CA-wide – signature gatherers working to qualify an initiative against marriage equality: decline to sign campaign working to combat these efforts. Marriage decision anticipated to come down in June. UCLA labor center overlapping – traveling trainings similar to the UCP. Pride At Work may cosponsor a unity convention with the other Labor Schools to bring all the schools together (African American, Latino, LGBT, Women, etc)

SD – LGBT Labor Leadership School. Secretary Treasuer of the Labor Council has committed to sending her entire 35 person staff in addition to partnering with other organizations. Also dealing with the CA initiative and impending court decision. Going through a chapter election and preparing for Pride.

Rochester – CWA is paying for printing cost of P@W chapter brochures (2,000). Presented about need for DP benefits at the Monroe County Labor Council. Gearing up for Equality and Justice day (April 29) in Albany – GENDER, Marriage, and Students for Dignity. Request for listserve of chapter leaders (Sandra will set up) Also, Sandra will be visiting in May to attend ESPA dinner and work with chapter.

SF – Article about SF Pride At Work honoring Howard Wallace. Have raised money locally to have paid staff and have engaged young people effectively.

CT – April 10th event. House Party – Eat Drink and Be Married for Marriage Eqality. Host committee with unions on board and an opportunity to network with other union members. Either Sandra or Jeremy will attending this event.

Question about Funding Cuts – AFL-CIO has cut back on funding for the constituency groups once again. Luckily, through grant writing and board members and chapter leaders approaching their unions for support of Pride At Work, we're working towards stabilizing the budget. If you haven't already, please reach out to your union and/or local about supporting the work Pride At Work does.

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
April 3, 2008
5:30-7:00 PM
(Proposed)

Present: Christine Couchman, Deb Mohr, Rosemary Rivera, Anne Tischer, John Vasko, Bess Watts (President)
Guest: Aron Reina
Excused: Judy Johnson, Tom Privitere, Nina Randazza

1. **Welcome and Introductions**
   Bess introduced guest Aron Reina, Lead Field Organizer, Rochester and Genesee Valley Area Labor Federation, AFL-CIO.

2. **Review Agenda:**
   Motion: Moved to approve the agenda.
   M/S: Passed unanimously.

3. **Review and Approve March Meeting Minutes:**
   Motion: Moved to approve the minutes of the March 6, 2008, meeting minutes.
   Discussion: Bess will talk to Tom about the task of requesting a meeting with Monroe County Executive Maggie Brooks.
   M/S: Passed unanimously.

4. **President's Report:**
   a. Pride at Work brochure:
   Bess distributed sample copies of the new chapter brochures and thanked the Federation of Social Workers for paying for the printing. Bess will send some to the CSEA Local 828, the Rochester Labor Council, and the FSW Board to display at their meetings. Rosemary offered to deliver some to the Coffee Connection and Bess some to Brockport and to Ove Overmyer for the Rochester Public Library. Aron will add information about PAW to his website.

   b. Sandra's visit for May:
   Bess stated Sandra Telep of the Washington, DC, office of PAW will be here around May 17 for the Empire State Pride Agenda dinner, for which Tom is a table captain. Bess suggested having a meeting or gathering with Sandra on May 16 or 17. Aron mentioned that in conjunction with the AFL-CIO national health care reform meeting, there will be a labor to labor canvass (walks to union members' homes) to talk about health care, including one in Gates from 10 AM to 1 PM on May 17, which the PAW gathering could follow. Bess asked us to reserve May 17 on our calendars and Anne will look into the availability of Gates town facilities. The Labor Lyceum also takes place that morning.

   c. UNITE HERE:
   Bess distributed copies of the UNITE HERE (the union which represents workers in the textile, clothing, hotel, and restaurant industries) and PAW resolutions for marriage equality. Rosemary, who is Vice Chair of the Finger Lakes chapter of the Working Families Party, noted the party's questionnaire omitted the marriage equality question so that it was not being discussed at the executive level in Albany. She plans to reintroduce the issue in the Working Families Party Executive Board meeting on May 31.

   d. GLBT awareness training at MCC:
   Bess announced that Scott Fearing of the Gay Alliance of the Genesee Valley will be providing GLBT awareness training at MCC. Bess noted he is used to working with unions after having brought 5,000 people to GLBT lobby day in Minnesota. Bess also distributed copies of a "Glossary of Terms Associated with the Gay, Lesbian, Bisexual, and Transgender Communities" from the GAGV.

5. **Treasurer's Report:**
   a. **Newly Wed in New York advertisement:**
   Bess raised the question of buying an ad for PAW in the program book for the Newly Wed in New York wedding exposition to be held at the Rochester Convention Center on Saturday, April 26. Anne explained that the day's events were designed to: publicize the Martinez decision, with filming by LOGO; mobilize the gay community through the same-sex wedding expo, which has had a great response from vendors of wedding-related services and products who are gay-friendly and realize the potential market; and educate and provide a list for mobilizing businesses, with the program book as a resource for future use. Bess proposed a quarter-page black and white ad for PAW for $40, which the PAW members present supported.
   Christine asked whether it would be possible to track the economic benefit of the event to the county. Various ideas were suggested, including collecting information from attendees upon registration, surveying vendors about the orders they received at the expo, or multiplying the average amount a conference generates by the number of attendees for a ballpark figure of the money generated by the expo.

   b. **Lottery tree:**
   Bess asked those present to contribute toward a lottery ticket tree from PAW for the Newly Wed in New York raffle, and several people gave donations. Aron stated he would be willing to list the event in the Mobilizer if there were a union connection; Bess agreed to let him know about this.

   John raised the question of whether PAW as a constituency group of a union can participate in business activities. Aron noted that as a nonprofit organization the chapter will need to file an IRS form 990 at the end of the tax year (or Form 990-EZ for exempt nonprofits with incomes of less than $100,000 and total assets of less than $250,000) and may need to report as a PAC fund through Tom Ferrese. Bess said she will work with the PAW national on accounting and find out which form to file as she thinks the PAW national may be responsible for tax reporting.

6. **Aron Reina, AFL-CIO Rochester Lead Organizer – Presentation and Q&A: "What I Can Do, What We Can Do, and Where We Go from Here":**
   Aron works for the Rochester and Genesee Valley Area Labor Federation (ALF), which covers eleven counties. The ALF is made up of five Central Labor Councils: Chemung/Schuyler, Finger Lakes, Genesee/Wyoming, Rochester & Vicinity (the largest), and Steuben/Livingston. He would like our Pride at Work chapter to cover the same area as the Rochester Labor Council.

   Aron explained that ALF can serve as support for constituency groups, providing assistance such as reproducing and mailing flyers, helping us making connections with the appropriate people for political or tax issues, and organizing volunteers for outreach. Each Central Labor Council has its own committees. RLC has five, including the Committee on Political Education (COPE), which talks to candidates and conducts door to door educational activities; the Educational Committee, which organizes the Labor Lyceum; the Organizing Committee, on hold until there is agreement about how to organize; the Retirees' Committee; and the Community Services Committee. Aron and his assistant are new but have already revised the financial structure and plan to remind the Central Labor Councils about the need to recruit new committee members and to revive the committees.

   The ALF has an email distribution list of about 1400 people in eleven counties and elsewhere. Aron can distribute messages he receives by Thursday of each week and can also post or link to online materials on the ALC website and master calendar. John mentioned ALF has a "meet and greet" coming up in Waterloo at which PAW materials could be distributed. Bess asked Aron to add PAW to next year's print "blue book" and Aron said he might be able to edit the online version now. She also asked whether PAW could obtain any funding from the AFL-CIO. Aron responded that we could request funding from ALF but that we would need to submit a budget request and a justification. John noted that the Coalition of Black Trade Unionists has a seat on the ALF board. Aron asked Bess to remind him that there is an open diversity seat on the ALF board which the PAW might fill, although the PAW representative would have belong to a union other than CSEA as there are already three CSEA board members.

7. **Awareness/Outreach Activities:**

   a. **Spencerport hate crime – Lance Neve:**

   Anne explained that a gay man, Lance Neve, while recently with his partner in a Spencerport bar, was harassed and severely beaten by a drunk patron, who has been charged with a hate crime. Anne and Bess formed a coalition with the GAGV for a public response. The GAGV approached area schools about an education program, but the school administrators said they had it covered. Anne organized two Saturdays of leafleting of educational materials at the Spencerport post office and a display of signs on a nearby corner. The response from most people was positive and it was great exposure. Bess distributed copies to the PAW of a script and some background material used for leafleting because many of those who participated had no experience. When Bess mentioned the Tax Day protest at the main post office on Jefferson Road in Henrietta on April 15, Aron suggested she talk to Jim Bertolone at the RLC meeting the following Thursday about whether there might be postal employees who would like to participate after their shifts.

   b. **Empty Closet:**

   Bess noted "we're all over" the latest issue of the Empty Closet, with photos and articles, as well as in the CUNY Clarion. Bess emphasized that she presents herself as PAW President everywhere she goes and that our chapter is becoming known as the local voice of GLBT labor.

8. **Good of all:**

   Bess emphasized we will need to plan in the May meeting for Sandra Telep's visit, which will include opportunities for us to ask her questions. John noted he had succeeded in persuading the Federation of Social Workers to fund printing of 2,000 PAW brochures for $900. He also suggested trying to have the union sponsor a PAW member's attendance of the biennial national PAW meeting.

9. **Adjournment and Next Meeting:**

   Motion: Moved to adjourn at 7:00 PM.
   M/S: Passed unanimously.

   Next meeting: Thursday, May 1 (International Workers Day), 2008 - 5:30 PM – 167 Flanders St.

Respectfully submitted,
Deb Mohr, Clerk

Rochester-Finger Lakes Chapter of Pride at Work Action Items
April 2008

Action Item	Board Member Responsible	Timeline
Talk to Tom Privitere about requesting a meeting with County Executive Maggie Brooks	Bess	
Deliver copies of the PAW brochure to the Coffee Connection	Rosemary	
Deliver copies of the PAW brochure to Brockport and to Ove Overmyer for RPL	Bess	
Reserve May 17 for meeting with Sandra Telep of the national PAW	Everyone	
Look into May 17 availability of Gates town facilities for a picnic or cookout	Anne	
Work with the national PAW on accounting and which IRS form to file	Bess	
Submit or authorize a quarter-page black & white PAW ad in the Newly Wed in New York program book	Bess	
Let Aron know whether there is enough of a union connection to list the Newly Wed in New York expo in the Mobilizer	Bess	
Remind Aron about the open diversity seat on the Area Labor Federation	Bess	
Talk to Jim Bertolone about postal employees' participation in the Tax Day protest	Bess	
Deliver copies of the PAW brochure to the Coffee Connection	Rosemary	
Draft letter to unions that represent Monroe County employees about supporting DP benefits	Tom	

Recruit PAW members among Federation of Social Workers members	Martin	

Rochester-Finger Lakes Chapter of Pride at Work Idea List
January 2008-

1. Hold a joint meeting of the Committee on Equity and the union board about domestic partner benefits

2. Send an introductory letter to every union local in the 2007-2008 directory, followed by a phone call, contact with the Committee on Equity, and flyers and/or cards

3. Ask for a PAW meeting with County Executive Brooks about DP benefits for county employees, emphasizing the economic advantages, low cost, and support from the area business community

4. Petition the Rochester Labor Council to include PAW in its next budget by submitting a budget request and justification/rationale

5. Introduce PAW and the county's sexual orientation nondiscrimination policy from the Civil Service Reference Guide to new Public Defender Donaher

6. Petition the Federation of Social Workers and/or other unions to sponsor a PAW member's attendance at the national PAW meeting

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
May 1, 2008
5:30-7:00 PM
(Proposed)

Present: Christine Couchman, Deb Mohr, Nina Randazza, Tom Privitere, Rosemary Rivera, Anne Tischer, Carol Trapasso, John Vasko, Bess Watts (President)
Excused: Judy Johnson

1. **Welcome and Introductions**
   Bess introduced new member Carol Trapasso, Nina's partner.

2. **Review Agenda:**
   Motion: Moved to approve the agenda as amended.
   Amendments: Under 4. President's Report, add c. "Anyone and Everyone" at MCC tomorrow; under 7. Sandra's Visit for May 16-17, 2008, add d. Volunteers needed for Massa healthcare reform on May 17.
   M/S: Passed unanimously.

3. **Review and Approve April Meeting Minutes and Review Task List:**
   Motion: Moved to approve the minutes of the April 3, 2008, meeting as amended.
   Amendment: Delete the second mention of "Deliver copies of the PAW brochure to the Coffee Connection" from the April task list.
   Discussion: Bess asked anyone who would prefer to receive PAW email at his or her home email address to let her know. The following tasks from April merited further comment or had not been finished:
   - Look into May 17 availability of Gates town facilities for a picnic or cookout: Bess reported that no facility was available for that date; the venue will be discussed later in this meeting.
   - Work with the national PAW on accounting and which IRS form to file: tabled until Judy returns.
   - Submit or authorize a quarter-page black & white PAW ad in the Newly Wed in New York program book: Anne displayed a copy of the ad and Bess noted that the PAW lottery tree was the most popular raffle item.
   - Let Aron know whether there is enough of a union connection to list the Newly Wed in New York expo in the Mobilizer: Bess decided there was not.
   - Remind Aron about the open diversity seat on the Area Labor Federation: John reported he forgot to bring this up, but noted that the Coalition of Black Trade Unionists has a seat on the ALF Executive Board and will raise the issue of a PAW seat in the July meeting.
   - Talk to Jim Bertolone about postal employees' participation in the Tax Day protest: Bess did not do this as it would have been short notice, but the protest was successful nonetheless.
   - Draft letter to unions that represent Monroe County employees about supporting DP benefits: Tom will work on this and also get feedback from the Empire State Pride Agenda about the lobbying day and how many politicians have changed their position since the last one.

   M/S: Passed unanimously.

4. **President's Report:**
   a. CSEA marriage resolution – due May 15:
   Bess distributed copies of the "Resolution for Marriage Equality" (light pink) to be considered for adoption by Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, and of "Labor Support for Marriage Equality: Labor Organizations Who Have Passed Pro Same-Sex Civil Marriage Resolutions" (hot pink). She is trying to find out and follow the procedure for submitting a resolution to CSEA, which has presented many challenges. It appears that the following is required: submission of a form, which is not available online and which may not be done via fax; presentation at the annual

CSEA delegates' meeting; figuring out who the delegates to the annual meeting are (supposedly the officers of the union locals); awaiting the recommendation by the appropriate committee after review and discussion of the resolution with the delegates; and publishing the resolution in Workforce for the members' review prior to voting on it in the annual meeting.

Bess noted that CSEA is not listed in the second handout, a list of unions that have passed resolutions in support of same-sex civil marriage compiled by PAW, even though CSEA is the largest union in New York State. Tom recommended calling CSEA in Albany to request the resolution form. He stated a resolution is important because it goes before the entire body of a union and represents a formal position on a political issue with the full force of the union behind it.

Anne asked whether PAW might need to do some educating before proposing a resolution, since in her experience the first time people hear about marriage equality they say no, but later are willing to discuss it. John noted that he has seen political mobilization before submission of a resolution, with leafleting and meetings before the convention to motivate people to support it. Tom suggested Bess as a union officer try to become a convention delegate, as Tom cannot to involve himself in the internal business of CSEA because of his role with the Public Employees Federation.

b. New member welcome letter:
Everyone liked the welcome letter for new PAW chapter members which Bess had written, copies of which she distributed at the meeting (back of light pink handout).

c. "Anyone and Everyone" at MCC tomorrow:
Bess distributed copies of a flyer for a showing and panel discussion of the documentary "Anyone and Everyone" at Monroe Community College on May 2 from 12 noon to 2:00 PM. Anne described the film as a good way to reach out to straight people; she is working with the Gay Alliance of the Genesee Valley to bring it to various suburban towns. Bess added that she and Anne are featured in Alfred University professor Vicki Eaklor's new book, Queer America: A GLBT History of the 20th Century.

5. **Treasurer's Report:**
Bess reported that Judy is back on her feet and may be able to attend the meeting with Sandra Telep.

a. Newly Wed in New York advertisement:
As noted above, the PAW ad was placed.

b. Lottery tree:
As noted above, the lottery tree was successful.

6. **Christine Couchman, Report from Labor Notes:**
Christine attended the Labor Notes Conference in Dearborn, Michigan, in April with three other Federation of Social Workers members. This progressive, grassroots organization issues a newsletter and other publications and has a website. More than 1,000 people attended the conference, which featured three days of workshops and seminars.

Christine attended two workshops facilitated by Donna Cartwright of national PAW, the first on Bargaining for Social Justice, a panel discussion in which Donna talked about GLBT issues in contract negotiations, and the second a small group meeting on GLBT issues. Christine found it eye-opening to hear about the generation gap within the LGBT community, with attendees ranging in age from 18 or 19 to 50s and 60s who had widely diverging interests and issues. Christine talked to Donna after the workshop about the possibility of running a PAW certification program for the Rochester locals, which would present education and awareness for officers and members. She has the contact information and would like to set this up. One possibility would be for the FSW Executive Board to sponsor it, perhaps as an open house. Bess suggested two or more unions could sponsor the session; she would like to involve CSEA to raise their awareness. Tom also proposed having ALF

or the Rochester Labor Council sponsor the training, perhaps as a Labor Lyceum. Christine would like to see the training made mandatory for union officers and stewards. Bess noted the yellow handout she had distributed described a couple of successful PAW training sessions in April. Nina asked whether the training required an entire day; Christine replied that it did. Christine will send the handouts she received to Bess to copy or scan and email or distribute to us.

7. Sandra Telep's Visit for May 16-17, 2008:

a. Working with Rochester Labor Council COPE – distributing information on healthcare, or Labor Lyceum?:

Bess suggested having the PAW chapter meet with Sandra on Friday, May 16, as no facilities were available for a picnic or cookout on Saturday. PAW members could join in the leafleting on healthcare on Saturday morning because John said no program had been planned as yet for the Labor Lyceum. Bess will check with the national PAW about whether there are shirts available with the PAW logo. Everyone present at the meeting was willing to pay up to $25 for a shirt.

Tom offered the PEF conference room at 339 East Ave., Suite 305, in Rochester for a meeting on Friday, May 16, at 5:30 PM. Bess stated the chapter would pay for food for 15 from Lorraine's, including a few special invitees such as Ove Overmyer, Scott Fearing, Christopher Hinesley, and others. Tom volunteered to order the food. Carol and Nina will provide a cookie tray. As Tom needs to know Sandra's itinerary and flight information, Deb will remind Bess on Monday to email Sandra.

b.

ESPA dinner with VP Tom:
Tom confirmed Sandra would sit at his table at the ESPA dinner on Saturday, May 17, with Eric Massa, Gail Donofrio, Joan Kouhout, and others.

c. Questions for Sandra:
Tom suggested asking Sandra in advance to talk about what she thinks would help increase membership, how to mobilize, and what kinds of outreach work well. He suggested she do a mini-presentation to us as a new chapter about how to grow and pitfalls to avoid.

8. **Good of All: Equality and Justice Day Reports:**
Bess and Anne reported they were bus captains and facilitators for Equality and Justice Day in Albany on Tuesday; Tom was also a facilitator. Bess distributed copies of a Star-Gazette article about the day and Carol noted she had seen it covered on the Rochester news. Tom informed us there used to be only two carloads of people from Rochester.

Carol and Nina attended for the first time this year, driving with their priest, Denise Donato, who facilitated along with Debra Oppenheimer. Senator Robach and Assemblyman Morelle were not present, but their staffers received stacks of letters on their behalf.

Bess found the day's events too rushed and also felt this year's program focused too much on the Gender Expression Non-Discrimination Act. Tom noted the rationale for that focus was that the marriage equality resolution had already passed. Tom was a facilitator last year and brought his group a half hour before each of the scheduled meeting times to catch the legislators before they left their offices. Tom explained that Senator Robach is chair of the Senate Labor Committee, which means it is important to get the unions to stress that marriage equality is a union issue to give him "cover" for supporting marriage equality. Bess stressed the utility of introducing ourselves as members of union locals because politicians pay attention to unions.

Carol found the program felt like the march on Washington, DC. It was interesting for her to hear tonight's discussion because she is not a union member; her nonprofit employer offers domestic partnership benefits and respects GLBT employees but does not want unionization.

Bess announced the Crowne Plaza Hotel's name had changed to the Rochester Plaza Hotel & Conference Center and that she and Anne planned to join the Interfaith Coalition on May 26 from 5-6:30 PM in the picketing that continues there. Bess also announced that we should all take action in support of the Uniting American Families Act by personalizing and sending the form letter PAW emailed to its members.

9. **Adjournment and Next Meeting:**

Motion: Moved to adjourn at 7:04 PM.
M/S: Passed unanimously.

Next meeting: Thursday, June 5, 2008 - 5:30 PM – 167 Flanders St.

Respectfully submitted,
Deb Mohr, Clerk

Rochester-Finger Lakes Chapter of Pride at Work Action Items
May 2008

Action Item	Board Member Responsible	Timeline
Work with the national PAW on accounting and which IRS form to file	Judy	
Remind the Area Labor Federation to consider allocating a seat to the PAW chapter	John	
Draft letter to unions that represent Monroe County employees about supporting DP benefits	Tom	
Try to become an annual convention delegate	Bess	
Send Labor Notes Conference handouts to Bess to copy/scan and distribute/email to us	Christine	
Order food from Lorraine's for Friday night	Tom	By May 16
Bring a cookie tray Friday night	Nina and Carol	May 16
Remind Bess to email Sandra Telep on Monday about her flight plans and meeting on Friday night	Deb	May 5
Support the Uniting American Families Act by using the information in the PAW email message	Everyone	

Rochester-Finger Lakes Chapter of Pride at Work Idea List
January 2008-

1. Hold a joint meeting of the Committee on Equity and the union board about domestic partner benefits
2. Send an introductory letter to every union local in the 2007-2008 directory, followed by a phone call, contact with the Committee on Equity, and flyers and/or cards
3. Ask for a PAW meeting with County Executive Brooks about DP benefits for county employees, emphasizing the economic advantages, low cost, and support from the area business community
4. Petition the Rochester Labor Council to include PAW in its next budget by submitting a budget request and justification/rationale
5. Introduce PAW and the county's sexual orientation nondiscrimination policy from the Civil Service Reference Guide to new Public Defender Donaher

6. Petition the Federation of Social Workers and/or other unions to sponsor a PAW member's attendance at the national PAW meeting

7. Arrange for PAW certification training for union local officers and members (mandatory for officers and stewards?); find a union or unions to sponsor the costs of the training

ROCHESTER-FINGER LAKES PRIDE AT WORK
Highlights of Sandra Telep Conference Call
May 16,2008

Present: Anne Tischer, Bess Watts, Mary Ann & Judy Johnson, John Vasco, Cheryl Bazil-Vasco, Nina Randazzo, Carol Trapasso, Tom Privitere, Ove Ovemeyer
On speaker phone: Sandra Telep, Field Director, National PAW

Introductions

- Sandra briefly defined the function and scope of Pride at Work as a constituency group of AFL-CIO.
  Goals include:
  1. Advancement of domestic partner benefits in the workplace
  2. Advocating/educating on general LGBT issues in employment
  3. Promotion of legislative and legal advancement of LGBT rights
  4. Fostering of LGBT leadership skills
  5. Teaching the LGBT community about the function of labor unions in insuring economic and socialjustice.
  6. PAW is historically involved in more than LGBT issues, and local units in the past have supported pro-choice and peace actions as well as general union support.

- Per Sandra, the new California decision allowing same-sex marriage was significantly driven by labor efforts, with most major unions there offering marriage resolutions.

- Programmatic opportunities available from National PAW:
  1. Union Certification Program
     - Minimum 10-15 people
  2. LGBT labor leadership training school
     - 10-15 people per training
     - OK to mix union attendees
     - Cost – PAW covers the travel/lodging of trainer, seek donations from local unions for registration fees
  3. Voter Edge Campaign – get out the vote
  4. Pride Event participation – PAW T-shirts or buttons

- PAW National Resources:
  1. Planning/mentoring/strategy advice
  2. Draft union newsletter articles
  3. PAW Annual Calendar includes National Convention every 3 years, next one in Fall 2009 in Detroit. The PAW organization tends to be busy January to March and then June and election season.

Question: Can PAW endorse candidates?
Answer: No, however groups can offer guides that rate the candidates on issues / voting record and can do "remember to vote" GOTV phone banking.
The PAW logo can not appear on endorsement materials but is OK on educational or legislative issue related materials.
The Boston Chapter has PAC 501c3/4 to endorse candidates.

Question: How do we increase membership:
Answer: Labor membership with training $25.00
Union
Pride in the sky.org $30.00 ($25.00 goes to groceries)
Cheap memberships

Question : What pitfalls can we avoid as a new unit?
Answer: One leader does everything.
Meetings can't be all business. Need some fun activities.
Need to be action-oriented.

Question: How do we raise money? Any fund-raising restrictions?
Answer: Donations from other unions.
PAW is a not for profit. 501C3?
Can apply for grants.
Budgeting – what is OK to spend money on.
Sandra will clarify the status with Jeremy.

Question: Do communications, press releases need national approvals?
Answer: There are no real guidelines but specify "Rochester Chapter" in local articles & quotes.
Can take a local chapter website link off the National PAW site or can set up own website.
Op-eds, union news articles, send Sandra a copy – to justify funding.

Question: What is the PAW national organizational structure?
Answer: Jeremy Bishop, full time in the AFL-CIO Headquarters Washington
Donna Cartwright, part time
Jo Kenny, California Program Director
Sandra Telep, full time stationed in Pittsburg PA, can do press releases as needed

Agenda items for next meeting:

- Brainstorming session to plan year's activities
- Pride Picnic – table at picnic? $50.00. Perhaps share with GAGV/MOCHA/FOGG
- Pride parade – march/signs?
- Proposal needed
- 5013c fund-raising information?
- Shirts – royal blue rainbow thread
- Buttons

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
June 5, 2008
5:30-7:00 PM
(Proposed)

Present: Christine Couchman, Judy Johnson, Deb Mohr, Nina Randazza, Rosemary Rivera, Anne Tischer, Carol Trapasso, Bess Watts (President).

I. Welcome and Introductions

II. Review Agenda:
Motion: Moved to approve.
M/S: Passed unanimously.

III. Review of Minutes:
Motion: Moved to approve the minutes of the meeting of May 1, 2008.
Discussion: The following tasks on the task list still await completion:

- Work with the national PAW on accounting and which IRS form to file: Bess and Judy will work on this with contact person Jeremy Bishop
- Draft letter to unions that represent Monroe County employees about supporting DP benefits
- Try to become an annual convention delegate: Bess will work on this at the conference she is attending this weekend
- Send Labor Notes Conference handouts to Bess to copy/scan and distribute/email to us: Christine and Bess are working on this

M/S: Passed unanimously.

Motion: Moved to approve the minutes of the meeting of May 16, 2008 (phone conference with Sandra Telep).
M/S: Passed unanimously.

IV. President's Report:
A. Handouts:

- The bright orange handout is about a book signing for Professor Vicki Eaklor's new book, Queer America, at the Henrietta Borders store on Saturday, June 28, from 1-3 PM. Bess showed us a copy of the book, in which she and Anne are featured, and Anne added that Vicki was one of the first to teach a GLBT history course.
- The bright pink handout is about the annual COPE picnic, which will be held at the Genesee Valley Park Roundhouse on Thursday, July 10, from 5-7 PM.
- The blue folder has the League of Women Voters' directory of contact information for area and state politicians.

B. CSEA Marriage Resolution:
Bess has decided to postpone action on this until next year. Carol stated that Nina knows a CSEA member who got married in Canada and who has applied for spousal benefits but is not an activist. Bess recommended the person get a refusal in writing if refused but that the application should be kept confidential by the human resources staff. Nina agreed to report the outcome to us without revealing the person's name.

Anne reported that she was refused spousal benefits by ViaHealth and has contacted the New York Civil Liberties Union about how to proceed. Rosemary was just invited to join the NYCLU and will ask whether there are stories about meeting or not meeting Governor Paterson's executive order about spousal benefits that can be shared with PAW. There is some disagreement about whether the order applies to state employees only or to all employees in New York State.

Nina added that Andrew Doniger, director of the Monroe County Health Department, has asked to be kept informed about PAW activities and is a supporter. Bess gave Nina a PAW brochure to give him.

C. Meeting with the Senators Sponsored by Rochester Labor Council:
Bess attended the meeting with New York State Senators on May 22 sponsored by the RLC. She asked why the Family Access Act had not advanced and Senator Bruno instructed an aide to move it. [As of this PAW meeting, the bill had not yet been brought to the floor, but it was subsequently passed by both the State Senate and Assembly in June]. Bess asked us to call to support the Family Access Act and to identify ourselves by position and union affiliation when doing so.

V. Sandra Telep's Visit:
Everyone felt the visit had gone well. Bess had brunch with Tom Privitere, Sandra, Ellen Yacknin, and Cathy Mazzotta that Sunday.

VI. Treasurer's Report:
We all welcomed Judy back. Bess reported there is a balance of $148.23 in the PAW account and that we spent $86.69 for pizza for Sandra's visit. Bess has paid the required contribution of $10 per new chapter member to the national PAW. During the meeting, Bess handed over the checks, endorsement stamp, and other treasurer's materials to Judy. Judy and one other person will need to sign signature cards at the bank. Bess requested formal treasurer's reports in ledger format or Excel and asked that Judy give her the name, address, and phone number of each new member for the PAW contacts database.

VII. UNITE HERE Campaign:
Anne reported that UNITE HERE and CLUE (Clergy and Laity United for Economic Justice) are picketing the Rochester Plaza Hotel because the hotel's management will not allow employees to be educated about the benefits of unionization, while requiring employees to attend meetings about the drawbacks of unionization. Anne and Bess participated in the picketing while wearing PAW buttons. New York State Senator Joe Robach will be at the hotel tomorrow at 1:30 PM for a COMIDA meeting. Bess described this as another way for PAW to build alliances. Nina noted that the media are criticizing the unions for the picketing and for sending letters to Rochester Jazz Festival performers and attendees asking them not to patronize the hotel.

VIII. T-Shirts:
Nina and Carol have agreed to research potential sources and prices for PAW T-shirts and a banner for parades. Bess gave them an American Products catalog. Those present agreed on sapphire blue as the color and requested rainbow thread for the PAW logo if possible. Bess will obtain a price quote from Jeff Harrington and send a size list to Nina and Carol. We may be able to sell T-shirts at the Pride Picnic.

IX. Brainstorming and X. Gay Pride Weekend (includes ideas from previous meetings):

- Hold a joint meeting of the Committee on Equity and the union board about domestic partner benefits
- Send an introductory letter to every union local in the 2007-2008 directory, followed by a phone call, contact with the Committee on Equity, and flyers and/or cards
- Ask for a PAW meeting with County Executive Brooks about DP benefits for county employees, emphasizing the economic advantages, low cost, and support from the area business community
- Petition the Rochester Labor Council to include PAW in its next budget by submitting a budget request and justification/rationale
- Introduce PAW and the county's sexual orientation nondiscrimination policy from the Civil Service Reference Guide to new Public Defender Donaher
- Petition the Federation of Social Workers and/or other unions to sponsor a PAW member's attendance at the national PAW meeting

- Arrange for PAW certification training for union local officers and members (mandatory for officers and stewards?); find a union or unions to sponsor the costs of the training
- Sell kerchiefs as a fundraiser
- Have a "Tiny Bubbles" float with a wedding arch in the Pride Parade on 7/19 and hand out balloon animals, bubble bottles with PAW labels, and half-sheet PAW information
- Have a PAW information table at the Pride Picnic and hand out balloon hats and bubble bottles with PAW labels
- Carry a PAW banner in the Puerto Rican Festival Parade on 8/4
- March in the St. Patrick's Day Parade in 2009
- Have a "fun with beer" picnic at Carol's and Nina's on August 16 (time to be decided)
- Write and publish a quarterly chapter newsletter with a short piece by a chapter officer, light articles on GLBT information (e.g., biographies), and an article with union news
- To increase membership, have each of us contact ten people we know with an introductory email message or print letter about PAW and a copy of the first newsletter, then follow up by adding them to the newsletter mailing list (unless they opt out)
- Post "Safe Zone" stickers in our workplaces and make PAW brochures available
- Hold an annual dinner at which the chapter can offer the "True Color" award(s) to union members who have been supportive of GLBT issues
- Offer a free PAW membership to those who take PAW certification/leadership training

X. Good of All:

Nina reported she had talked to Senator Robach about various issues and told him her own story. He stated he would not vote against marriage equality but would not sponsor any legislation related to it.

Bess requested speakers for the Monroe County Legislature meetings on the second Tuesday of each month. Speakers must sign up in advance and are limited to two minutes.

Anne reported that County Legislator Harry Bronson had introduced a marriage resolution which the eight Democratic members of the County Legislature had signed. They are not pushing it too hard in order to avoid mobilizing conservatives against it.

XIV. Adjournment:

Motion: Moved to adjourn at 7:01 PM.
M/S: Passed unanimously.

Next meeting date: Tuesday, July 1, 5:30-6:30 PM to plan Pride Weekend participation – NOTE DATE CHANGE

Rochester-Finger Lakes Chapter of Pride at Work Action Items
June 2008

Action Item	Board Member Responsible	Timeline
Work with the national PAW on accounting and which IRS form to file	Judy and Bess	
Draft letter to unions that represent Monroe County employees about supporting DP benefits	Tom	
Try to become an annual convention delegate	Bess	ongoing
Send Labor Notes Conference handouts to Bess to copy/scan and distribute/email to us	Christine	
Call legislators to support the Family Access Act	Everyone	ASAP
Sign bank signature cards for PAW account	Judy and one other person	
Give Bess the name, address, and email address of any new member for the contacts database	Judy	ongoing
Order PAW T-shirts with information from Bess	Nina and Carol	

Ideas from the Pride at Work brainstorming session on 6/5/08 plus ideas from previous meetings

1. Hold a joint meeting of the Committee on Equity and the union board about domestic partner benefits

2. Send an introductory letter to every union local in the 2007-2008 directory, followed by a phone call, contact with the Committee on Equity, and flyers and/or cards

3. Ask for a PAW meeting with County Executive Brooks about DP benefits for county employees, emphasizing the economic advantages, low cost, and support from the area business community

4. Petition the Rochester Labor Council to include PAW in its next budget by submitting a budget request and justification/rationale

5. Introduce PAW and the county's sexual orientation nondiscrimination policy from the Civil Service Reference Guide to new Public Defender Donaher

6. Petition the Federation of Social Workers and/or other unions to sponsor a PAW member's attendance at the national PAW meeting

7. Arrange for PAW certification training for union local officers and members (mandatory for officers and stewards?); find a union or unions to sponsor the costs of the training

8. Sell kerchiefs as a fundraiser

9. Have a "Tiny Bubbles" float with a wedding arch in the Pride Parade on 7/19 and hand out balloon animals, bubble bottles with PAW labels, and half-sheet PAW information

10. Have a PAW information table at the Pride Picnic and hand out balloon hats and bubble bottles with PAW labels

11. Carry a PAW banner in the Puerto Rican Festival Parade on 8/4

12. March in the St. Patrick's Day Parade in 2009

13. Have a "fun with beer" picnic at Carol's and Nina's on August 16 (time to be decided)

14. Write and publish a quarterly chapter newsletter with a short piece by a chapter officer, light articles on GLBT information (e.g., biographies), and an article with union news

15. To increase membership, have each of us contact ten people we know with an introductory email message or print letter about PAW and a copy of the first newsletter, then follow up by adding them to the newsletter mailing list (unless they opt out)

16. Post "Safe Zone" stickers in our workplaces and make PAW brochures available

17. Hold an annual dinner at which the chapter can offer the "True Color" award(s) to union members who have been supportive of GLBT issues

18. Offer a free PAW membership to those who take PAW certification/leadership training

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
July 1, 2008
5:30-7:00 PM
(Proposed)

Present: Christine Couchman, Deb Mohr, Ove Overmyer, Tom Privitere, Nina Randazza, Rosemary Rivera, Anne Tischer, Carol Trapasso, John Vasko, Bess Watts (President).

I. Welcome and Introductions

II. Review Agenda:
Motion: Moved to approve.
M/S: Passed unanimously.

III. Review of Minutes:
Motion: Moved to approve the minutes of the meeting of June 5, 2008, as amended.
Discussion: Bess corrected the name of CLUE (Clergy United for Economic Justice) before sending the minutes out. Rosemary stated the date of the Puerto Rican Festival Parade is 8/2, not 8/4. Deb will try to get the minutes out within a week of each meeting.
M/S: Passed unanimously.

IV. President's Report:
A. Victory: Family Court Access Bill:
Bess announced that the Family Court Access Bill had passed. She emailed thanks to State Senators Bruno and Robach for their help in moving the bill.

B. CSEA: Women's Committee:
Bess showed us a copy of the CLUW (Coalition of Labor Union Women) newsletter and said she had placed a PAW ad in the CSEA Western Region IV officers' inauguration program. She gave the receipt to Judy and may request reimbursement when we have sufficient money in the PAW account.

Rosemary mentioned having discovered the Lilac group, which is not active in Rochester. Tom described it as similar to PEF's Gay and Lesbian Caucus on a national level. Bess noted CSEA has a gay and lesbian caucus for which she has not been able to obtain contact information.

Bess suggested forming a PAW subcommittee to discuss how to get PAW integrated into the budget process. Tom also recommended talking about how to get unions involved in the PAW certification program. He has suggested sponsoring the training at the Public Employees Federation (PEF) convention in Rochester in September, which he will discuss with Rosemary, as PEF falls under the Service Employees International Union (SEIU) international umbrella.

C. Sleep with the Right People Campaign:
Bess brought posters and a handout which explain the purpose of the campaign, an alliance between the LGBT community and UNITE HERE.

D. Protest July 8 – Monroe County Legislature:
Bess distributed a handout with details of the protest, to be held in front of the Monroe County building downtown on Tuesday, July 8, from 4:30-6:00 PM. Bess will speak to the legislature about the need for domestic partnership benefits for county employees; she will ask that DP benefits not be used as a bargaining chip in negotiations.

Tom distributed copies of a draft letter to Monroe County Executive Maggie Brooks. Nina

asked whether we meant to give up requesting legislation rather than negotiations with individual unions. Tom stated this was just another possible avenue, and proposed asking how the county plans to supply benefits if it does not support marriage equality. Nina suggested clarifying the wording to state we would prefer DP benefits be provided by executive order, reserving individual contract negotiations as a last resort. Bess recommended mentioning the economic ramifications of offering DP benefits. Tom agreed he could attach the statistics from Ralph Carter and the domestic partner criteria Monroe Community College uses, which Bess will send him.

PAW members suggested the following wording changes to the draft letter:

- Change "In view of your staunch position on the issue in opposition to Marriage Equality ..." to "In view of your staunch opposition to Marriage Equality ... "
- Spell out "lgbt"
- Change "with your unions" to "with unions representing your employees"
- Add a final sentence, "We would welcome the opportunity to meet with you to discuss this issue."

Tom emphasized we should send the letter soon so that legislators have time to read it before the July 8 meeting. He suggested copying in union presidents and others. He will revise the letter based on our comments, send it to the legislature and other leaders, and let Harry Bronson know about it. Tom also plans to speak at the July 8 legislature meeting, where he will refer to the letter.

John asked who was involved in the rally. Bess replied that it was being organized by Do the Right Thing MCC (see http://www.dotherightthingmcc.org) and also involves the gay community and those who opposed the recent appointment process for the Public Defender.

E. Finger Lakes CC Lawsuit Article:
Bess distributed copies of a Messenger Press article about a lawsuit by a Finger Lakes Community College professor against Ontario County and the college for refusing healthcare benefits to his male spouse.

V. Treasurer's Report:
Tabled. Bess will write a check for the $50 fee for the Pride Picnic information table and ask Judy to reimburse her.

VI. T-Shirts:
Nina and Carol modeled the sky blue T-shirts with the silkscreened PAW logo. Bess will pay the invoice and Nina and Carol will collect the money from those who buy T-shirts. Bess thanked them for their work on this.

VII. Brainstorming List - Priorities:
Bess distributed copies of the list of ideas from the brainstorming session on June 5 and from previous meetings. Anne suggested we do weighted voting at a future meeting to choose the top three priorities. We should all look over the list and send any additional ideas to Bess, who will email the complete list to us so we can vote in the next meeting for the chapter's top three priorities.

Tom asked whether we would have PAW listed in the "blue book;" Bess replied that she has already done so. He also noted that there has been controversy in New York City about having the Gay Hibernians group march in the St. Patrick's Day Parade. Ove suggested this might not be an issue in Rochester, although Anne added that Open Arms Metropolitan Community Church was refused permission to march a few years ago. Rosemary would like to see the response to PAW's marching in the Puerto Rican Festival Parade, which will be taking a new route this year.

VIII. Gay Pride Parade and Picnic:

The theme of this year's parade is "Happily Ever After" (see http://www.streetsofpride.com for more information). Anne mentioned we have a truck to use for a float. She suggested decorating it with a PAW banner with the PAW logo and a slogan such as, "Lesbian and Gay Labor Working for You" as well as with a pile of wedding gifts labeled with some of the 1,000+ benefits of equal marriage. She has many of the supplies already. Christine asked whether we would use the bubble machine, but apparently another group is using one. Anne priced bubble bottles and found them too expensive. Small heart-shaped helium-filled balloons would cost about $7-$8 per 100 plus $89 to rent a helium tank. The group agreed we would not hand anything out during the parade, but would make brochures available at the Pride Picnic and perhaps give a free T-shirt to anyone who joined PAW during the picnic.

Ove offered to supply a CD of protest and marriage songs for background music for the float. Nina recommended we wear our PAW T-shirts and light-colored shorts, pants, or skirts for a unified look. Carol will register for the parade and fax the form the day after this meeting. Anne and Bess invited us to their house to prepare the parts of the float on Saturday, July 12, starting at 10 AM [later changed to 2 PM]. Final assembly will take place the day of the parade. Tom noted Image Out will be showing "Jerusalem Is Proud to Present" at the Little Theatre in conjunction with the Jewish Film Festival on Sunday, July 13, at 4 PM.

Bess has a rainbow flag for the picnic information table. Rosemary suggested having a signup sheet for people to supply their names and email addresses. Ove recommended having a copy of the Human Rights Campaign corporate directory available as an information resource; Anne has a copy she can lend. Nina and Rosemary suggested printing PAW logo stickers to give out; Anne volunteered to make these. Anne also has a cardboard trifold panel to display labor information, photos, and articles. Ove suggested having a looseleaf notebook with page protectors; Bess will supply copies of the handouts she has distributed in meetings for this purpose. Rosemary advocated having the petition in support of the hotel workers at the table for people to sign as well as having a box for donations to PAW. Anne is working on a newsletter and welcomes short articles of 175-250 words for it. Bess hopes it will be ready in time to distribute at the Pride Picnic table. Rosemary offered to have SEIU print copies of the newsletter when it is done.

We circulated a signup sheet for staffing the table at the Pride Picnic and the schedule is as follows. Bess and Anne volunteered to fill in the gaps.

Setup: Carol and Nina
1-2 PM: Carol and Nina
2-3 PM: Tom and Jake
3-4 PM: Rosemary and Sandra
4-5 PM:
5-6 PM: Christine and John
6-7 PM:

Supplies needed for the table include: PAW brochures, signup sheet to collect contact names/email addresses, voter registration forms, a copy of the HRC corporate directory, PAW logo stickers, PAW business cards, the trifold display, the looseleaf notebook with copies of the handouts, the Sleep with the Right People poster and petition, and copies of the PAW newsletter.

XIV. Adjournment:

Motion: Moved to adjourn at 6:55 PM.
M/S: Passed unanimously.

Next meeting date: cookout on Saturday, August 16, from 2-6 PM at Nina's and Carol's (no formal agenda)

Rochester-Finger Lakes Chapter of Pride at Work Action Items
July 2008

Action Item	Board Member Responsible	Timeline
Work with the national PAW on accounting and which IRS form to file	Judy and Bess	
Try to become an annual convention delegate	Bess	ongoing
Send Labor Notes Conference handouts to Bess to copy/scan and distribute/email to us	Christine	
Sign bank signature cards for PAW account	Judy and one other person	
Give Bess the name, address, and email address of any new member for the contacts database	Judy	ongoing
Send out draft meeting minutes within a week of each meeting	Deb	ongoing
Attend the rally in front of the County building on July 8 from 4:30-6:00 PM if possible	Everyone	July 8
Revise the letter to County Executive Brooks and send it to her, the County Legislators, and other political and union leaders	Tom	ASAP
Write a check for the Pride Picnic information table fee and ask Judy for reimbursement	Bess	
Pay the T-shirt invoice	Bess	
Collect money for the T-shirts and give it to Bess	Nina and Carol	
Vote on the top 3 priorities from the brainstorming list at the next meeting	Everyone	August 16? Or September meeting?
Wear PAW T-shirts and light-colored pants/shorts/skirts for the Pride Parade	Everyone	July 19
Register for our space in the Pride Parade	Carol	

Print PAW logo stickers to give out at the Pride Picnic information table	Anne	By July 20
Finish the first issue of the PAW newsletter for Rosemary to print copies for the information table	Anne	Needed for July 20

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
September 4, 2008
5:30-7:00 PM
(Proposed)

Present: Judy Johnson, Dawn Lepard, Deb Mohr, Todd Plank, Tom Privitere, Anne Tischer, John Vasko, Bess Watts (President), Mary Ann Sanford.
Excused: Ove Overmyer, Nina Randazza, Rosemary Rivera, Carol Trapasso.

I. Welcome and Introductions
Bess welcomed new members Todd and Dawn, who introduced themselves briefly. Bess mentioned she has a folder of all the agendas, minutes, and handouts for our chapter if anyone wants to borrow it.

II. Review Agenda:
Motion: Moved to approve.
M/S: Passed unanimously.

III. Review of Minutes:
Motion: Moved to approve the minutes of the meeting of July 1, 2008.
Discussion: The following tasks on the task list still await completion:

- Work with the national PAW on accounting and which IRS form to file: Bess has left a phone message with the national office and is awaiting a response; she did learn our chapter falls under the national office's 501c3 tax-exempt status, for which she has requested a letter of verification
- Try to become an annual convention delegate: this is ongoing
- Sign bank signature cards for PAW account
- Give Bess the name, address, and email address of any new member for the contacts database: this is ongoing
- Send out draft meeting minutes within a week of each meeting: this is ongoing
- Letter to County Executive Brooks: Bess distributed copies of County Executive Brooks' response and noted that health insurance for same-sex partners is used as a bargaining chip by the county, so trying to go the legislative route is the next step for us. Todd noted that on the positive side the courts have upheld Governor Paterson's executive order to support the Martinez decision. John suggested copying Ms. Brooks' reply to the union presidents who had seen our letter to her
- Vote on the top 3 priorities from the brainstorming list: tabled until the next meeting so more people can participate
- Finish the first issue of the PAW newsletter for Rosemary to print copies for the [Pride Picnic] information table: there was not enough time to do this

M/S: Passed unanimously.

IV. President's Report:
A. Promoting Women's Activism and Leadership:
Linda Donahue invited Bess to join a panel of presenters for a half-day session with this title on October 14 from 8:30 AM to 12 noon at the NYSUT building in the Finger Lakes room.

B. AFL-CIO Resolutions:
Bess distributed copies of the resolutions in support of marriage equality, GENDA, and the Dignity for All Students Act passed by the AFL-CIO in August at their conference (hot pink handout). Bess, Tom, and Ove all worked hard to convince their unions to support the resolutions. Bess will thank Jim Bertolone and the other delegates at the next delegates' meeting. She noted our PAW chapter is "on the map" as the most active chapter in New York State including New York City. Bess also showed us copies of the Proposed Resolutions and Officers Reports booklets from the conference, which she will keep for our archives. Deb will draft a press release about the resolutions and Bess will contact Prairie Wells for some quotes and/or the names of others to contact for quotes to use in the article.

C. Rosemary Report:
Bess reported that Rosemary is working on the Obama campaign in Minnesota for SEIU. Rosemary said 17,000 attended the Take Back Labor Day event, which was peaceful although there were a few arrests. Rosemary is charged with increasing the Latino voter turnout to 75% of those eligible, which she is finding a daunting task.

D. HRC Handout:
Bess distributed copies of a Human Rights Campaign Foundation statement, "Marriage for Same-Sex Couples:

Considerations for Employers" (beige handout) and noted that health insurance benefits are always taxed. She also referred to the small flyer about the Finger Lakes LGBT Workplace Alliance (FLLWA) presentation by Julia Day, a PEF member, titled "Sexual Orientation Workplace Discrimination: Know the Law and Your Rights!" on Wednesday, September 24, from 5:30-7:30 PM at Nixon Peabody LLP (1100 Clinton Square, Rochester).

V. Reports

A. Gay Pride Week:

Bess described our involvement in Gay Pride week as a huge success. Tom noted he had walked some politicians through the picnic and discussed our issues. Bess informed us the City newspaper's luan wood wedding cake float is being stored in Anne's and her garage for our future use.

B. Pride at Work Party:

Bess thanked Nina and Carol for being such wonderful hosts for the PAW party in August.

C. Labor Day Parade:

Our participation in the Labor Day parade was also successful; ours was one of the few themed floats and this was the first time PAW had ventured out into the labor community. John stated that winners will be recognized at the Rochester Labor Council dinner in December. Anne added that the IBEW marchers carried 20 signs supplied by PAW, one of which was featured in the D&C photo of the parade.

D. Political Issues Update and Reports:

Anne reported that she and Bess have been volunteering for several candidates' campaigns as individuals in order to learn more about the campaigning process. NYSUT and other unions have also been working for certain candidates. Tom noted the need to increase support for Democrats in some of the State Senate races. Bess reminded us that PAW does not endorse particular candidates but that the chapter and its members may talk to candidates about their stances on the issues.

Todd announced a "Let's Get Political" community forum will take place on September 18 at Brighton Town Hall. The goal is to mobilize GLBT people to participate in campaigns beyond voting as the majority have not done so. Todd hopes to send the message that unions are endorsing candidates who support GLBT issues. Anne suggested designating specific GLBT phone bank nights where people could work for whichever candidates they wanted to support. Todd said this would need to be organized through the Empire State Pride Agenda, not PAW or the GAGV; he is meeting with organizers from the Working Families Party and will find out more about this possibility. Tom suggested contacting the Monroe County Democratic Committee to find out scheduled phone bank dates for Rick Dollinger and David Nachbar

VI. Treasurer's Report:

Bess reported our account balance as $233.23. Ralph Carter has joined the chapter and Bess will give his contact information and membership fee to Judy. Bess and Judy plan to meet about some of the financial business. Bess has paid the invoices for the PAW banner ($245.00) and T-shirts ($148.50) and would like to be reimbursed when our finances permit. She thanked Nina and Carol for choosing the eye-catching T-shirt color and ordering the shirts.

VII. Membership:

We have one new paid member. Anne recommended running a membership drive, with each of us to invite ten people we know to attend a meeting and to join or sign up for the email distribution list, using a flyer we design. She suggested placing an ad in the Empty Closet and sending letters to all the union locals. Todd recommended we also send a copy of the newsletter – perhaps a one-year anniversary issue that lists our accomplishments to date – to potential members. Tom suggested placing an article and meeting announcement in the Mobilizer. Anne thought we should try to get PAW meeting dates listed in any media possible, such as the City's events calendar. Bess noted that approaching people one to one works best, and that we should ask people to join (pay dues) even if they cannot attend meetings; Anne added that we should ask them to be on the email distribution list so they can receive information about PAW. Tom suggested bringing the PAW brochure with membership application form to all public meetings. Todd recommended approaching the men's and women's choruses and other large groups for organizational memberships. Dawn proposed asking each union to designate one of its members to join PAW and attend our meetings if possible. Tom recommended writing a solicitation letter which lists the benefits of PAW membership and following the letter with a phone call to each person within five days. John offered to draft a solicitation letter to the union presidents.

VIII. Solicitations:

A. Grants:

This topic was tabled until the next meeting. John is on the board of the John F. Wegman Fund, which primarily makes grants to organizations which serve youth, seniors, and unions. Anne noted that Nina has experience in grant-writing and Bess noted that Aron Reina has done fundraising. Todd suggested using Ove's video as a sample project, adapting it for use as an educational tool with various groups. Tom recommended talking to Evelyn Bailey about the LGBT history/archives project to make sure it includes coverage of labor. Bess will talk to the Coalition of Black Trade Unionists about their grants, such as the $10,000 grant Prairie Wells mentioned CBTU has received from NYSUT.

B. Unions:

As stated above, John will draft a solicitation letter to the union presidents.

IX. Brainstorming List

Tabled until the next meeting.

X. Good of All:

Bess reviewed some of the events listed in "Save the Dates" on the agenda:

- September 14-17: PEF conference in Rochester. Tom hopes there will be flyers to pass out at the conference about the September 16 protest against the daycare cuts
- September 16: protest against the daycare cuts before the County Legislature meeting (time to be announced). Todd recommended making sure same-sex families are represented
- Add to the list: October 30: GAGV Leadership Conference

Bess and Linda Donahue are planning a program about legislation which affects GLBT people for November or December. Bess also noted our one-year anniversary is coming up and asked if anyone would be interested in succeeding her as chapter president.

XIV. Adjournment:

Motion: Moved to adjourn at 7:10 PM.
M/S: Passed unanimously.

Next meeting date: Thursday, October 2, 5:30-7:00 PM

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
November 6, 2008
5:30-7:00 PM
(Proposed)

Present: Deb Mohr, Todd Plank, Tom Privitere (Vice President), Nina Randazza, Anne Tischer, Carol Trapasso, John Vasko.
Excused: Bess Watts (President).

I. Welcome and Introductions

Tom, who presided over the meeting in Bess's absence, had received an email message from Alan Van Capelle, Executive Director of the Empire State Pride Agenda, which outlined ESPA's two main goals for this fall's elections, both of which were achieved: 1) to defeat anti-gay legislators and 2) to elect a Democratic majority in the New York State Senate. Tom noted the Defense of Marriage Act is "dead and buried" so far in New York State, unlike in California, Arizona, and Florida.

II. Review Agenda:

Motion: Moved to approve.
M/S: Passed unanimously.

III. Review of Minutes:

Anne verbally summarized the minutes and task list of the October 2, 2008, meeting. Bess participated in a panel for the women's leadership and activism meeting. One speaker, Julia Day, Regional Director of the Rochester-Syracuse Office for the New York State Division of Human Rights, might be a good bet for co-sponsoring a workshop with PAW. In discussion of the Robach/Dollinger election, we thought about inviting Jim Bertolone to our January meeting. The Treasurer's Report stated the membership year will start January 1 and that one new member had joined. We decided to have a holiday party in January. We need to get PAW letters out to the unions as they enter contract negotiations. John noted the county's proposal for the equal rights section of the county contracts would omit all reference to protected classes because these are covered under section 7, whereas PAW would prefer to include sexual orientation and gender identity specifically in the existing list.

IV. PAW Reports:

A-B. Elections and California Prop. 8, Florida, & Arizona - Discussion:

Tom encouraged us to focus on the local elections to which we contributed the most efforts. Jon Powers would probably have done better than Alice Kryzan in the election had the primary upset not taken place. Joseph Robach spent a lot of money campaigning even outside his district and is skilled at presenting an almost Democratic PR face while his voting record is conservative Republican. Richard Dollinger's campaign was poorly run despite the hard work of so many people; as the anointed Democratic candidate, his campaign was basically controlled by Albany. David Nachbar did well for a first run against Jim Alesi, a popular State Senator.

In discussion of California's Proposition 8 against same-sex marriage, Todd noted that even allies bought into the "protect the children" fear campaign, although clearly only age-appropriate information would be offered in schools and there are already many schoolchildren with GLBT parents. Mormon, African-American, and Latino churches and groups donated a lot of money in support of the proposition. Todd thought the gay community was reluctant to put their own families and children out there to tell their own stories; he recommended all of us analyze both sides of the campaign in order to learn how to portray the issue and how hard to push. Anne's take was that a lot of gay activists were created by the passage of the proposition.

C. Matt Foreman – Keynote Speaker, Gay Alliance:

Bess had sent along copies of a "State of the Movement" address by Matt Foreman similar to the keynote speech he gave at the recent Equality Conference lunch sponsored by the GAGV. Tom

agreed with Foreman's analysis that we have focused our energy on ourselves as a group of people seeking "special rights" and that we need to start a national and statewide discussion about a different approach, one in which we present ourselves as human beings first and gay people second. Anne said we need to go into African-American and Latino churches and to ask for equal time on Senator Robach's radio show. Todd stated our most powerful tool is our stories, such as the photo display that showed people we are not threatening. Anne noted Joanne Winslow thanked her partner in her acceptance speech the night of the elections, which was an important step.

Tom suggested the PAW chapter look for direction from the national Pride at Work and ESPA about tactics for starting a national dialogue. President-elect Obama had mentioned gays and lesbians in several speeches, but is also reported to support civil unions. Todd mentioned having read an article that President-elect Obama wants to repeal DoMA and the military's "don't ask, don't tell" policy and extend the full federal rights of marriage to same-sex couples without calling it marriage. This means we might now make more headway at the federal level by passing ENDA and other legislation than at the state level. Tom asked whether our legal partners such as ACLU and Lambda Legal want to test the legality of DoMA through the Supreme Court. According to Anne, the ACLU is currently focusing on four to five states before pursuing this. A discussion of the significance of marriage ensued.

Tom brought the discussion back to focus on the labor movement and how we can help move the agenda locally, statewide, and nationally. If we plan to reframe the discussion to identify as human beings first and gays and lesbians second to emphasize what we have in common with everyone, we need to explain this to the unions as well as having a conversation among the structured GLBT community and organizations. We need direction from the national PAW, in part because of the issue of limitations on political involvement. International labor unions have been promoting equal rights for GLBT people in the workplace, but negotiating for domestic partner benefits is a lot of work which marriage equality would make unnecessary as existing contract language would cover married same-sex spouses. Anne suggested the movement needs to come from the grassroots, not from the top, with mentoring similar to that for marriage ambassador training and titles for those who lead it.

Tom noted the PAW mission statement focuses on labor and asked whether we should join in strategizing with ESPA and other groups. Anne recommended introducing ourselves to the executive board of every local union. Todd proposed using the family portraits exhibit in a display for union members or on a tour with events planned around each stop. Tom suggested the Labor Lyceum as a forum for a display and having Todd talk to John Vasko, who schedules the programs, about this. Anne offered to draft a letter to the unions and email it to us to review, as she felt strongly we need to take action now. We could also meet with the unions' executive boards to introduce ourselves and ask them to negotiate for us and to hand out PAW brochures to new union members. Tom noted that every union is different so it would be difficult to get them all on the same playing field; Todd suggested using different strategies with different unions.

Actions discussed included:

- Inviting Jim Bertolone to our January meeting
- Planning a program for a February or March Labor Lyceum – Anne suggested broadening it beyond GLBT issues to involve more people. John noted the Labor Lyceum planning committee is talking about inviting speakers who would draw more people, such as national speakers supplemented by local stories; John is willing to invite a PAW member to the next planning meeting
- Checking with national PAW and ESPA about their opinions of the Foreman model – Tom volunteered to contact Jeremy Bishop of PAW and suggested Todd talk to ESPA
- Sending PAW letters to the unions
- Distributing PAW brochures more widely
- Inviting union members to join PAW
- Presenting PAW information in meetings such as the welfare office's professional development

days and the Rochester Teachers' Association's full-day conferences
- Sponsoring fundraisers such as turkey raffles
- Liaising with other labor coalitions such as the Coalition of Black Trade Unionists – Tom volunteered to talk to Zola Brown and Debbie Lee
- Surveying PAW chapter members or attendees at any programs we sponsor
- Setting time limits for each agenda item on a trial basis for the next month or two

Tom suggested that at the December 4 meeting we discuss the concept of reframing as presented by Matt Foreman, then formulate an action plan and use the Labor Lyceum as a sounding board for the new model.

V. Agenda items tabled until the next meeting:
- Treasurer's Report
- Membership Drive
- Metro Justice – Racial Justice (workshop mentioned by Anne)
- Brainstorming List (some accomplished in item IV.C above)
- Good of all: PAW Holiday Party, etc.

XIV. Adjournment:
Motion: Moved to adjourn at 7:10 PM.
M/S: Passed unanimously.
Next meeting date: Thursday, December 4, at 5:30 PM – 167 Flanders St., Rochester

Rochester-Finger Lakes Chapter of Pride at Work Action Items
November 2008

Action Item	Board Member Responsible	Timeline
Work with the national PAW on accounting and which IRS form to file	Judy and Bess	
Sign bank signature cards for PAW account	Judy and one other person	
Invite Jim Bertolone to our January meeting	Bess	
Plan Labor Lyceum program and arrange with John to set a date		
Contact PAW (Jeremy Bishop) about future directions and their opinion of the Foreman model	Tom	
Ask ESPA about future directions and their opinion of the Foreman model	Todd	
Write a PAW introductory letter to the unions and email the draft to us to review	Anne	Before Dec. 4
Set time limits for agenda items at the next meeting or two	Bess	Dec. 4

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
January 8, 2009
5:30-7:00 PM
(Proposed)

Present: Judy Johnson (Treasurer), Deb Mohr (Secretary), Rebecca Newberry, Todd Plank, Nina Randazza, Anne Tischer, Carol Trapasso, Dawn Lepard, Bess Watts (President).
Excused: Tom Privitere (Vice President).

I. Welcome and Introductions

Bess welcomed Rebecca Newberry, who marched with us in the Labor Day Parade.

II. Review Agenda:

Motion: Moved to approve as amended.
Amendments: Add under 4. PAW Reports: e. John Vasko Retirement Party and under 7. Strategic Planning for 2009: d. Freedom to Marry Week.
M/S: Passed unanimously.

III. Review of Minutes:

Bess noted she has not yet invited Jim Bertolone to a PAW meeting because other events keep coming up; we will table this task for now. Anne and Bess were unable to attend Metro Justice's racial justice workshop.

Motion: Moved to approve the minutes of the meeting of November 6, 2008.
M/S: Passed unanimously.

IV. PAW Reports:

A. Rochester Labor Council Delegates Dinner:

Bess reported the RLC delegates dinner was successful. The PAW Labor Day Parade float won three awards, Newcomers, Most Creative, and Grand Prize, for which we will eventually receive plaques. Bess received the Community Solidarity Award on behalf of Pride at Work.

B. UNITE HERE – Rochester Plaza Hotel:

Anne described "The Marriage of Justice and Work," a play acted out by 12-foot-tall marionettes, a recent UNITE HERE-sponsored education event. Bess noted the Gay Alliance of the Genesee Valley (GAGV) has scheduled the annual Gay Prom to be held at the Rochester Plaza Hotel, despite the labor issues, because the GAGV would otherwise lose a $3800 credit from the hotel for an event the GAGV had to cancel last year. Bess added that Tawa Pano Unity Fellowship Church has also planned the Unity Fellowship Church Movement Mid-Year Meeting, a national meeting, for the Plaza. Luis Torres of UNITE HERE will meet with Rev. Sharon Jacobson of the church to discuss this. Bess also gave Luis Scott Fearing's (GAGV) contact information. Anne suggested Luis meet with Interfaith Advocates to educate area clergy in general about the issues with the Plaza, rather than targeting a single church. Rebecca suggested the VisitRochester/Greater Rochester Visitors Association might also need education about the issues as they appear to promote the Plaza for events.

C. NYS AFL-CIO Constituency Group Meeting in Albany:

Bess attended this meeting and met Fareed Michelen, Community Outreach Coordinator for New York State AFL-CIO, who asked if he could attend next month's PAW meeting as an ally and as a member. Bess noted the minority unionists' conference is scheduled for April 16-18, 2009, with a plan for the conference attendees to set the agenda. Bess raised the issue at the meeting that it might be difficult for GLBT union members to do this or to lead conversations, in reply to which Fareed assured us of his willingness to support our participation. The Coalition of Black Trade Unionists offered us meeting space in their office. Paul Webster, Director of Community Outreach for NYSUT, also told Bess that we could submit a request for funding to him from a NYSUT member.

Bess emphasized that we need to prepare an annual report and to plan for 2009 as well as formulating a budget proposal for Fareed and others.

Anne and Bess are traveling to New York City next week to receive the Empire State Pride Agenda's volunteer Star award; Bess stated this is a positive step to strengthen relationships between ESPA & PAW and to develop connections within the labor movement. Rebecca would like to connect PAW with her mother, Theresa Paradowski, who sits on the NYSUT board for civil rights and is recognized as a GLBT ally.

D. National Pride at Work Information:
Bess announced the conference in San Francisco had been cancelled because of the lack of grant funding and travel funds for the National PAW staff. Another event is being considered, perhaps in a different location such as Michigan.

E. John Vasko Retirement Party:
Bess distributed information about John Vasko's retirement party, to be held on Feb. 6 at the River Street Grille. John has been a faithful supporter and member of PAW, providing meeting space and paying for the printing of the PAW brochures. Bess suggested buying a gift for him and Deb volunteered to draft a PAW proclamation in his honor.

Motion: Moved to authorize spending up to $50 for a retirement gift for John Vasko from PAW in appreciation of his support.
M/S: Passed unanimously.

V. Treasurer's Report:
Bess reported our account balance is $323.23. She has a $50 check to deposit and needs to write a check for $70. We need to ask people to renew their annual memberships. Carol suggested making membership free after 10 or more years of paid membership. She also emphasized the need for checks and balances by having two people sign all checks and having the account audited by a non-PAW member; she recommended forming a committee of two to three people for oversight. Bess and Carol will meet to discuss setting up an accounting system and Carol will consider serving as Treasurer.

Motion: Moved to accept the Treasurer's report.
M/S: Passed unanimously.

VI. Annual Report:
Bess will continue to keep an annual binder of meeting agendas, handouts, etc. Nina will work with Bess on an annual report/executive summary the same day Bess and Carol meet about the accounting.

VII. Strategic Planning for 2009:
We listed some of the events in which we will participate every year, such as the Pride Parade and the Labor Day Parade (Sept. 7, 2009). Todd mentioned that the Community Business Forum, the organizer of the Pride Parade, has disbanded, but will be holding "town hall" meetings about Pride Week.

Other events in which PAW will participate include Equality and Justice Day, the lobbying event in Albany (Apr. 28, 2009), and this year's Family and Friends Valentine's Day dance, at Temple Sinai on Saturday, Feb. 14, from 6-10 PM. Nina suggested PAW contribute baskets as door prizes; Nina, Carol, and Deb volunteered to prepare at least 3 of these. Todd asked whether PAW would like to sponsor the dance, which could mean making a donation or contributing our labor for publicity and working on the dance itself, in return for which PAW brochures could be made available at the dance.

Todd added there will also be a rally for marriage equality on Valentine's Day. Anne suggested PAW

be a co-sponsor. Todd plans to contact the New York Civil Liberties Union, Metro Justice, and other organizations to invite their members to participate.

Other activities for this year include:

- The tax protest at the main post office in April
- Coordinating in-district visits to politicians with unions and other organizations represented
- Sending letters online through the ESPA webpage to New York State Assembly members about marriage equality and GENDA
- Ramping up the push for domestic partner benefits with the Monroe County Legislature

Bess reminded us that PAW activities need a labor focus as well, such as supporting the Employee Free Choice Act. Nina suggested holding a special planning meeting separate from our regular meeting. Carol said the meeting would be devoted to formulating a mission statement and strategic plan as well as setting our goals and objectives for the year. We set Saturday, Jan. 31, from 9 AM to 1 PM for the planning meeting [which was to be at Anne's and Bess's but was subsequently moved to Nina's and Carol's house].

VIII. **Good of All:**

Bess briefly reviewed the handouts she had distributed at the beginning of the meeting. Anne announced that the national PAW will be recognized at the People's Inaugural LGBT Gayla on Sunday, January 18, from 8 PM to 2 AM; tickets are $100. Bess announced two new PAW memberships.

IX. Adjournment:

Motion: Moved to adjourn at 6:50 PM.
M/S: Passed unanimously.

Next meeting dates:

- Planning meeting: Saturday, January 31, 9 AM-1 PM, at Nina's and Carol's (address/directions to follow)
- Regular meeting: Thursday, February 5, 5:30-7 PM, at 167 Flanders St., Rochester

Rochester-Finger Lakes Chapter of Pride at Work Action Items
January 2009

Action Item	Board Member Responsible	Timeline
Draft proclamation in honor of John Vasko upon his retirement & email to PAW members to review	Deb	Before Feb. 6
Meet to formulate mission, strategic plan, and goals and objectives and plan for Fareed's visit on Feb 5th.	PAW officers and members	Jan. 31
Meet to set up accounting system	Bess and Carol	
Meet to discuss annual report/executive summary	Bess and Nina	

Rochester-Finger Lakes Chapter of Pride at Work
2009 Strategic Planning Session Notes
January 31, 2009
9:00 AM-12:15 PM

Present: Judy Johnson, Deb Mohr (Secretary), Todd Plank, Tom Privitere (Vice President), Nina Randazza, Anne Tischer, Carol Trapasso, Bess Watts (President), Mary Ann Sanford

The meeting began at 9:55 AM after a delicious breakfast and general conversation. The formal results of the strategic planning session appear in the accompanying document. Here are additional notes about the discussion.

Bess distributed copies of a calendar of important events, to which we added several throughout the planning session.

Tom explained the PAW union certification training is interactive training that educates union negotiators, staff, stewards, officers, etc., about issues that affect GLBT union members. In order to be certified, a union must send at least three members to the training, including at least one staff person or elected official. Potential participants include CSEA, PEF, AFSCME, IBEW, NYSUT, FSW, and others with staff or officers involved in contract negotiations. Bess suggested we contribute to Sandra Telep's travel costs as the national PAW will only pay half of them. We will probably not charge the trainees in order to encourage the broadest possible participation.

Desma Holcomb, Program Director for the Empire State Pride Agenda, will visit Rochester on February 11, the same day that Governor Paterson is here. Tom suggested Bess have a meal with her if possible.

Anne suggested holding an annual PAW recognition event in the spring in which we give an award or awards to deserving union supporters, PAW members, businesses, etc. Tom suggested presenting this year's award to Jim Bertolone in recognition of his support. Tom will contact Jim to see if he is available Thursday, April 2, and Anne will look into possible venues such as Equal Grounds and Lorraine's. Tom suggested this would be a good opportunity to promote the certification training.

Bess noted the national PAW conference has been tentatively rescheduled to be held in Pittsburgh on September 11-13 just before the national AFL-CIO conference. She hopes she and Tom can attend the PAW conference.

Bess reported that Donna Miller, Recording Secretary for the Rochester & Genesee Valley Area Labor Federation and the president of CSEA Local 828, recognizes PAW as a constituency group and that PAW will report at CSEA local meetings. CSEA has offered to subsidize some of Bess's travel costs to union- and PAW-related events. Donna suggested that PAW submit a proposal in August for CSEA funding for 2010. Bess also hopes we can apply for funding from national AFL-CIO, as well as other state unions and locals.

We currently have 21 paid members, including 2 organizational members, and over 50 people on the email distribution list. Carol, as the new Treasurer, will send out renewal letters with Nina's help to those whose memberships are expiring.

For the meeting this Thursday, Bess hopes for high attendance as we will be visited by Fareed Michelen, Outreach Coordinator for New York State AFL-CIO, who wants to observe us in action as well as answer any questions we may have. Bess will call people who were not here today to remind them about the meeting. Tom invited Jim Bertolone to attend. We reviewed the agenda for the meeting. Bess will bring the new membership cards she created, which she will distribute to everyone who pays his or her 2009 dues. The membership year is now the calendar year.

The meeting ended at 12:15 PM.

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
February 5, 2009
5:30-7:00 PM
(Proposed)

Present: Scott Fearing, Judy Johnson, Deb Mohr (Secretary), Todd Plank, Tom Privitere (Vice President), Nina Randazza, Tiger Reagan, Rosemary Rivera, Mary Ann Sanford, Anne Tischer, Carol Trapasso, John Vasko, Bess Watts (President).
Guest: Fareed Michelen. **Excused:** Ove Overmyer.

I. Welcome and Introductions

Bess welcomed Fareed Michelen, NYS AFL-CIO Community Outreach Specialist, who was visiting us because he wants to work with the LGBT community even though geographically we are not in his region. He praised us as one of the most active affiliated chapters in all of NYS AFL-CIO. The rest of the members introduced themselves to Fareed and explained why they had joined PAW.

II. Review Agenda:

Motion: Moved to approve.
M/S: Passed unanimously.

III. Review of Minutes:

The draft minutes of the previous meeting had been distributed via email beforehand. In a review of the task list, Bess noted all tasks had been completed.

Motion: Moved to approve the minutes of the meeting of January 8, 2009.
M/S: Passed unanimously.

IV. President's Report:

A. Save the Dates:

In addition to the events noted on the agenda distributed at the meeting, Bess announced Linda Donahue, Ove, and she would be offering a presentation about unions, and Bess would be staffing a PAW table, at the CampusOUT conference that Saturday. Scott announced that 132 people had registered for the conference.

Governor Paterson's February 11 visit to Rochester and Geneseo has been cancelled. Todd reminded us of the "What's Next for New York?" Community Forum sponsored by Empire State Pride Agenda to be held at First Universalist Church at 7 PM that evening. Anne gave an update of activity in support of Fair Share Tax Reform, which will include a rally when the Governor visits the region. Those in the top 5% of the income bracket have had a 50% cut in personal income taxes over the past 30 years. Fair Share Tax Reform proposes a small, graduated increase in personal income tax for those whose income exceeds $250,000. New York State faces a $2.5 billion cut in education alone without some drastic action.

Todd reminded us of the list of Freedom to Marry Week events Bess had included in the packets she handed out at the meeting. Along with about 20 other organizations, PAW is co-sponsoring the Valentine's Day dance and helping with setup, decorations, and ticket sales.

Bess has reserved a PAW table for the Rochester & Genesee Valley Area Labor Federation's 2009 Annual Meeting to be held at the Radisson Hotel Corning from 8:30 AM-2:30 PM on Saturday, March 14. Tom noted there will be a bus from Rochester; Bess plans to drive to the meeting.

The strategic planning group has set April 2 as the date for PAW's first annual PAW recognition event. The group recommends giving Jim Bertolone the True Colors Award.

Motion: Moved to recognize Jim Bertolone, President of the Rochester & Genesee Valley Area

Labor Federation, with the first True Colors Award.
Discussion: Deb will draft a formal invitation letter and have Bess sign it. Bess will ask Ove to write an article for the Empty Closet about why labor matters to the GLBT community.
M/S: Passed unanimously.

Bess provided more information about the New York States AFL-CIO Minority Unionist Conference in Albany on April 16-18. Fareed explained this is a conference for traditional and non-traditional minority members of constituency groups. He is concerned because this should be a safe environment for all, but the GLBT community is not represented. He volunteered to serve as liaison to keep PAW informed about the conference plans so we can make known any barriers to inclusiveness or lack of coverage of GLBT issues we encounter. The presidents of union locals should be present at the conference to observe the discussions and endorse the outcomes. Bess will forward information about the conference to Scott for CampusOUT.

Bess described the "ripples" from our chapter's activities, such as contact from a person from New York City who would like to help rebuild a New York City or Albany chapter. Todd noted that Desma Holcomb, ESPA's Pride in Action Campaigns Director; will meet with some CSEA members in Buffalo next week during her visit to western New York.

Bess suggested PAW send a card to the family of the police officer who was shot last week; Anne will get a card for Bess to sign on behalf of the Board and members of the PAW chapter. Tom noted the relationship between the GLBT community and the Rochester City police is slowly improving. John suggested taking this opportunity to meet with Jim Hall, the Rochester Police Department's LGBT Liaison, about PAW. Scott is meeting with Jim next week and will ask him, as well as the officer who will replace Jim upon his retirement in three months, about joining PAW.

Bess spoke to the Monroe County Legislature about domestic partnership benefits this week.

B. John Vasko – Retirement Party:

John's retirement party is at the River Street Grille (425 River St., Charlotte) on Friday, February 6, starting at 4:00 PM.

C. Handouts & Correspondence:

These were discussed above.

D. Membership Renewal:

Carol accepted checks from members who were renewing their memberships for 2009 and Bess distributed the new membership cards she had designed.

E. PowerPoint Presentation – PAW Year in Review:

Bess presented and narrated the PowerPoint slide show of PAW's 2008 activities she had prepared for the CampusOUT presentation.

V. Treasurer's Report:
Bess and the group thanked Judy for her service as Treasurer in 2008.

Motion: Moved to approve Carol Trapasso for Treasurer.
M/S: Passed: 12 in favor; 1 abstention.

VI. Strategic Plan:
Tom reviewed the work of the strategic planning group that met on January 31, summarized in the handout included in the packet Bess distributed at the present meeting. Tom asked Fareed for any

advice he might have about opportunities for grants or other funding. Tom will be meeting with ESPA representatives next week to discuss promotion of PAW's union certification program. He reviewed the 2009 goals, which he described as focused on providing a PAW presence at union events and on GLBT and general workers' rights issues. He noted that many GLBT people do not realize they are not members of a protected class, so that PAW's job is to educate our brothers and sisters in labor about issues that affect GLBT union members, such as marriage equality, the Dignity for All Students Act, and GENDA, as well about more general issues, such as the Employee Free Choice Act and healthcare coverage for all.

Other PAW goals include increasing membership by 50% this year and expanding our corporate financing from the unions. Bess noted that membership had reached the current level without a membership drive. She also emphasized that many of PAW's expenses were funded by individual members this past year who felt they were important. Tom told Fareed we would appreciate his help in negotiating the process for obtaining funding from the AFL-CIO.

Tom described the plans for PAW union certification training. While participating as a PAW member and PEF staff member in the press conference about Governor Paterson's proposed budget cuts held by the Rochester-Genesee Valley Area Labor Federation and Metro Justice last week, Tom talked to several people about the training. It involves a four-hour in-service workshop on such topics as inclusive language in contracts and how to deal with violations. Fareed said he would like to attend the training if it does not conflict with the national Coalition of Black Trade Unionists conference in May.

Tom pointed out that proposed expenditures for this year are listed on the last page of the strategic planning handout. Bess described this as a bare-bones budget, omitting such expenses as tables for attending events. Tom noted that as a fledgling chapter we need to educate labor locally and at the state level about our purpose.

John requested that the address "147 Flanders St." be corrected to "167 Flanders St." in the activities list in the strategic planning handout.

VII. Question and Answer Session with Special Guest and Member Fareed Michelen:
Fareed explained that the state AFL-CIO created the Community Outreach Department to help bridge gaps among labor groups because labor has become another business entity and because the drive for change needs to continue beyond election campaigns. The department works with all the area labor federations and central labor councils except those in New York City, focusing on the New York State legislative agenda regarding national issues and on building community coalitions to educate and lobby New York citizens. The national AFL-CIO passed Resolution 2 in 2005, vowing to promote and advance all minorities with the goal of promoting members of those groups into leadership positions. Fareed is working to build a base among minority coalitions, strengthen their voice within labor, and help move minority members into leadership.

Fareed finds this PAW chapter "way beyond" the other coalition chapters, although he is not yet familiar with those in New York City. He would like to bring PAW to the forefront at the state level to promote GLBT participation in labor. In particular, Fareed promised to keep PAW apprised of developments with the state AFL-CIO's new advisory board, which is supposed to include representatives of the area labor federations, central labor councils, and constituency groups.

Fareed would also like to replicate our success throughout the state to create more PAW chapters. His role is to serve as a resource for us by learning our agenda and then helping us achieve it. He offered to serve as staff for PAW, particularly to represent PAW at events when necessary if we give him enough notice.

He stated an internal member organization training module is being developed for the bricklayers' union and another for the graduate students' union; if the latter is successful, it will be offered at all the SUNY campuses. Bess recommended Scott as a great training resource. Scott added that he

organized the biggest lobby day ever held in Minnesota, with 5,000 GLBT participants. Tom also gave Fareed the contact information for the organizing module that PEF headquarters developed. John stated that Jim Bertolone and Flo Trippi are representatives to the state federation board and that we could meet with these two strong advocates to seek their help at that level if desired.

Tom emphasized to Fareed that there are usually some GLBT people, or family members of GLBT people, present at any union meeting. Even those in positions of power may identify as GLBT although they may not be out in the union setting.

Fareed said he would be returning to the Rochester and Syracuse in about two weeks. Bess thanked him for attending the meeting.

IX. Adjournment:

Motion: Moved to adjourn at 7:14 PM.
M/S: Passed unanimously.

Next meeting date: to be determined (the Fair Share Tax Reform Rally is Thurs., March 5, from 5-6 PM at the Liberty Pole)

Rochester-Finger Lakes Chapter of Pride at Work Action Items
February 2009

Action Item	Board Member Responsible	Timeline
Write invitation letter to the PAW recognition event to Jim Bertolone for Bess to sign	Debbie	
Buy a card for Bess to sign and send to Anthony DiPonzio on behalf of PAW	Anne	

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
March 5, 2009
6:15-7:30 PM
(Proposed)

Present: Neil Houghton, Judy Johnson, Deb Mohr (Secretary), Tom Privitere (Vice President), Nina Randazza, Mary Ann Sanford, Anne Tischer, Carol Trapasso, Bess Watts (President).
Excused: Ove Overmyer.

I. Welcome and Introductions

Bess welcomed newest member Neil Houghton and we all introduced ourselves. Neil is a retired Penfield teacher and a member of the National Education Association (NEA)/American Federation of Teachers (AFT) and NYSUT who serves on the national NEA Committee on Sexual Orientation and Gender Identity and is active in the Episcopal Church.

II. Review Agenda:

Motion: Moved to approve.
M/S: Passed unanimously.

III. Review of Minutes:

The draft minutes of the previous meeting had been distributed via email beforehand. Bess noted all tasks had been completed.

Motion: Moved to approve the minutes of the meeting of February 5, 2009.
M/S: Passed unanimously.

IV. President's Report:

A. Save the Dates:

Bess will set up a PAW table at the Rochester Genesee Valley Area Labor Federation (RGVALF) Annual Meeting in Corning on March 14. Rosemary has offered to staff a PAW table at the Health Fair on March 15.

Motion: Moved to authorize the expenditure of $20 for the Health Fair information table fee.
M/S: Passed unanimously.

Bess has been invited to speak as part of a panel presentation on "Rebel Women: Nurturing Your Radical Self" in Buffalo on March 27; she will attend the CSEA Region VI Women's Conference that evening. We will hold our first annual PAW Recognition Dinner on April 2.

B. Handouts:

The handouts include a Boston Globe article about a federal lawsuit against the Defense of Marriage Act (DoMA) for denying the benefits of marriage to gay and lesbian couples. A New York Times article does a good job of summarizing the types of rights conferred by legal marriage.

Bess has added "Action" as an agenda information item listed along with the handouts and "Save the Dates" information items. She encouraged us to go online to express our support for the Uniting American Families Act and the Employee Free Choice Act. Tom noted that part of our job is to educate predominantly straight union members about issues such as these.

V. Treasurer's Report:

Carol reported our current account balance as $536.98. She is planning to write a single check for the national PAW's share of the 12 new and renewed membership fees we have received recently. She and Bess will visit the bank together so Bess can vouch for Carol's right to sign checks because the bank no longer uses print signature cards. Carol will also create special budget lines for the income and expenses for the April 2 Recognition Dinner.

Bess asked Deb to prepare and send funding requests to the various unions based on sample letters from Sandra Telep. Bess announced the addition of three new members as a result of her visibility at Rochester Labor Council meetings, Ellen Mancuso and Steve Farrington of NYSUT and Tim Judd of the Rochester Teachers Association.

VI. Pride at Work Annual Dinner:

Anne described her efforts to find a reasonably priced venue for the dinner. After visiting about 20 places and estimating costs for each, she found the Diplomat on Lyell Ave. offers the best value, with one simple price of about $25 per person; most of the others would cost $30-$40 per person total after complex price calculations. Anne has ordered a simple buffet and some hors d'oeuvres. The Diplomat requires a minimum of 40 people but can accommodate up to 400.

Bess emailed Fareed Michelen at the state AFL-CIO to ask whether his office might be able to cover any unsold tickets below the required 40, but has not yet received a reply. Nina noted that when she, Bess, Anne, and Aron Reina, the AFL-CIO Rochester lead organizer for the Rochester and Genesee Valley Labor Federation, met to plan the dinner, Aron offered to help publicize the event and thought we would easily find 40 people to attend. Nina and Carol are taking reservations because Carol as treasurer will be depositing the checks.

Bess added that Tom asked Phyllis Contestable to perform as Reverend Mother, which she agreed to do for a $100 honorarium, to be augmented if enough people attend. Bess is checking with Rebecca Newberry's mother, Teresa Paradowski, a NYSUT Board member recognized as a GLBT ally, about giving the keynote address. Members expressed concern about having a keynote speaker from outside the Rochester labor area and who was not familiar with Jim Bertolone. Mary Ann has offered to help Anne with decorations.

Carol asked whether the focus of the Recognition Dinner, now that it has grown so much from the small gathering originally suggested, is still Pride at Work and the award to Jim Bertolone. Bess affirmed this is still the focus, with Tom as the master of ceremonies and a PowerPoint presentation about PAW to be shown throughout the evening. She added that Aron and Erin work for all of the AFL-CIO and are willing to help us in whatever ways they can. Tom offered to introduce Jim Bertolone with some background information about PAW and about Jim before the award presentation. The dinner also provides an opportunity to spread the word about the PAW Union Certification Program (UCP) training.

Carol emphasized that we have only 28 days to prepare and that we want it to be as well-run and organized as our other activities. Tom agreed to outline the evening's schedule and to create the program. He suggested starting with dinner followed by Phyllis Contestable's performance, the keynote address, and an award presentation by all the PAW members present. Bess and Deb will figure out wording for the award plaque and order it.

Motion: Moved to authorize the expenditure of up to $100 for the award plaque.
Discussion: The award is called the True Colors Award. Anne suggested a star theme as this will be featured in the decorations.
M/S: Passed unanimously.

Anne asked whether we wanted to solicit advertisements for the back cover of the program to help subsidize the event. We agreed we did not want advertising; Nina suggested including information about the Employee Free Choice Act instead. We can also set up an information display. Tom announced he has just been elected to the Board of the Gay Alliance of the Genesee Valley (GAGV), which he intends to use as a platform to educate Board members about union and PAW issues, such as the boycott of the Rochester Plaza Hotel and Convention Center.

VII. UCP Training:

Tom announced the date for the PAW Union Certification Program training as Saturday, May 9, at

the CSEA offices. He described the program as one the national PAW staff presents for unions nationwide, mainly for union staff who negotiate contracts, to encourage them to advocate for the interests of their GLBT members. Tom has a "save the date" flyer ready to send out and has found Flo Tripi helpful in suggesting people to contact. Bess noted the registration fee of $25 includes PAW membership, lunch, and the training program. $10 of the fee goes to the national PAW and $15 to our chapter, part of which can fund lunch unless we find a sponsor to pay for it.

VIII. Good of All:

Tom reported that he and Bess had met with Debbie Lee, President of the Rochester chapter of the Coalition of Black Trade Unionists (CBTU), about the alliance with the National Baptist Convention proposed by the President of the CBTU for the annual CBTU conference in Atlanta. Tom and Bess explained PAW's goal of promoting inclusion of GLBT issues in unions and showed Debbie the NBC website's statement of opposition to homosexuality, illustrating why GLBT members of CBTU find an alliance with the NBC offensive. Debbie agreed to write a letter to CBTU President William Lucy to emphasize that NBC values do not necessarily reflect CBTU values. Mary Ann advocated for making a stronger statement. Neil is a member of the NEA's Committee on Civil and Human Rights, which for years has been unable to persuade the NEA annual meeting planners to invite a plenary speaker on GLBT rights; he emphasized that unions need to be a strong voice. Bess was disappointed by Debbie Lee's response that there have been alliances between CBTU and conservative churches for years but no one has ever objected before.

Neil announced he had attended the National Gay and Lesbian Task Force's National Conference on LGBT Equality: Creating Change in Denver and would send the detailed report he wrote about it to Bess to distribute to PAW members. He hopes PAW might be able to fund attendance for a PAW member for the 2009 conference

Bess plans to attend the PAW conference in Pittsburgh in September, and proposed asking unions for funding for her and others to attend.

Anne described how she had quit the Rochester General Hospital's Diversity Council because of the lack of activity. Shortly afterwards the Council invited Scott Fearing to present two training sessions for RGH staff and the Senior Vice President for Human Resources asked Anne to keep him aware of any outside information.

IX. Adjournment:

Motion: Moved to adjourn at 7:25 PM.
M/S: Passed unanimously.

Next meeting date:

PAW Recognition Dinner, Thursday, April 2, at X PM at The Diplomat Banquet Center (1956 Lyell Ave./1 Diplomat Way, Rochester 14606)

Rochester-Finger Lakes Chapter of Pride at Work Action Items
February 2009

Action Item	Board Member Responsible	Timeline
Write an invitation letter to the PAW recognition event to Jim Bertolone for Bess to sign	Debbie	As soon as all details available
Go to the bank to vouch for Carol as treasurer and signer of PAW checks	Bess and Carol	
Send sample funding request letters from Sandra Telep to Deb	Bess	
Write funding request letters to unions	Deb	
Create the Recognition Dinner schedule and program	Tom	
Create the Recognition Dinner folder	Anne	
Decide the wording for the True Colors Award plaque and order the plaque	Bess and Deb	

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
May 7, 2009
5:30-7:00 PM
(Proposed)

Present: Judy Johnson, Deb Mohr (Secretary), Karen Monast, Todd Plank, Tom Privitere (Vice President), Anne Tischer, Bess Watts (President).
Excused: Ove Overmyer, Nina Randazza, Carol Trapasso.

I. **Welcome and Introductions**
Bess welcomed new member Karen Monast, who has had a long history of involvement with UAW.

II. **Review Agenda:**
Motion: Moved to approve as amended.
Amendment: Add "Greece" under "Good of All;" add "June 6 – Judy's and Mary Ann's wedding" under "Save the Dates."
M/S: Passed unanimously.

III. **Review of Minutes:**
The draft minutes of the previous meeting had been distributed via email beforehand. Bess noted all tasks had been completed except that Deb still needs to write funding request letters.

Motion: Moved to approve the minutes of the meeting of March 5, 2009.
M/S: Passed unanimously.

IV. **President's Report:**
A. Save the Dates:
Bess advised us to look at the calendar of events at the end of the *Out & Equal* newsletter, included in the handouts, for additional significant dates. She plans to attend the NYS AFL-CIO Minority Conference June 4-6, where she may be the only out lesbian. She noted that she had reminded Terry Melvin of the state AFL-CIO office that "GLBT" needs to be spelled out as gay, lesbian, bisexual and transgender in any NYS AFL-CIO conference materials to inform those who are not familiar with the acronym.

B. Handouts:
Bess mistakenly omitted Anne's editorial published in the *Empty Closet*.

C. CSEA Resolutions:
Bess reported she and Ove had attended the CSEA Region 6 Women's Committee meeting the previous Saturday, where they presented two resolutions, one for marriage equality, which generated good discussion, and one for the Dignity for All Students Act. Bess and Ove framed marriage equality as a workers' rights issue because marriage affects so many rights in the workplace. Both resolutions were passed unanimously by the Women's Committee, which can act as a delegate in submitting them for presentation at the CSEA convention in September. The resolutions should be published in the July issue of the Workforce newsletter. The regional resolutions then go to the CSEA Resolutions Committee. Regions 2 (New York City) and 5 (Syracuse) are also submitting resolutions in support of marriage equality. Bess explained that the more regions submit similar resolutions, the better the chance a statewide resolution will pass. Anne suggested educating CSEA members before the convention through such means as video clips. Bess noted she cannot do this because she is not a delegate, but she wants to support the resolutions at the convention. She will be participating in a CSEA panel discussion on June 13 about the differences between domestic partner, civil unions and marriage.

D. Equality & Justice Day, Albany:
Bess found the day really fun. Todd noted the signs Anne and Bess had made were widely used,

although many disappeared after the rallies because people took them home. Bess has posted photos at http://www.prideatwork.blogspot.com. She congratulated the Empire State Pride Agenda on having done such a good job of organization. Todd added that the firm Capitol Affairs, hired by ESPA to manage the annual event, took into account a lot of the feedback about last year's E&J Day to improve this year's operations. He extolled the good weather, great speakers, and great response. Anne noted that security personnel at the event need to take care of hecklers right away to avoid potential problems.

E. Rainbow Seniors Dance:
Bess took photos at the dance as a way to cultivate and expose Pride at Work to more of the GLBT community. Rainbow Seniors donated $32.00 to Pride at Work for our efforts. Karen said it was good to have a new activity at the dance.

V. Pride at Work Dinner Review:
Todd praised the great attendance. Bess said there were about 100 people, with a mix of GLBT, straight, and labor people and politicians. Bess asked Deb to write letters to Ove to thank him for preparing the script, bios, etc., and to Tom for paying the fee for Rev. Mother. The Federation of Social Workers' 50/50 raffle raised about $120 for Pride at Work. Todd asked whether the date for next year's dinner had been set yet. Bess noted that the Coalition of Black Trade Unionists has an event in April, so we might want to change months next year. She suggested charging $5 per person above the cost so that we could raise money for Pride at Work. Karen recommended Golden Ponds, which is very gay-friendly and where the Rainbow Seniors held a banquet for about $2400 for 100 people, as a possible venue for next year. Bess noted this is a good option but that we need to look at labor-related issues for any place we consider.

VI. Treasurer's Report:
Tabled until the next meeting.

Bess announced we will need to register for the Rochester Pride Parade and Picnic and pay fees for both this year which are being charged to help cover operating expenses. She suggested we use email to sign up for shifts at the PAW information table at the Picnic.

Motion: Moved to authorize spending up to $125 for fees for the Pride Parade and Picnic registrations.
M/S: Passed unanimously.

Motion: Moved to authorize spending up to $100 for supplies for the Pride Parade float.
M/S: Passed unanimously.

VII. Membership Review:
Bess reported that Carol is working on the chapter membership review for the June report to national Pride at Work and to pay the $10 fee per paid member we owe the national office. Membership will increase with the UCP training on Saturday, May 9, because the training fee includes chapter membership. Anyone who renews his or her membership should do so through the chapter rather than directly with the national office so that we can track members and payments.

VIII. UCP Training:
Bess distributed copies of the agenda for the training with a list of who is responsible for each part. 16-17 persons – mostly CSEA members - have registered, so there is room for 13-14 more for a maximum of 30. The registration fee of $25 includes PAW membership and lunch.

Motion: Moved to authorize spending up to $300 for lunch for the UCP training, to be reimbursed from the conference registration fees.
M/S: Passed unanimously.

IX. Good of All:

A. **Greece:**
Anne explained that a faith-based committee of the Greece Central School District, in a direct response to the Day of Silence, had distributed the Greece Directory of Youth Services to students. The directory, which included mostly services offered by mainline Christian churches, demonstrated a bias about GLBT issues. A survey of the 30+ churches listed in the directory revealed only 3 are potential allies, while 6-7 are strongly homophobic. The Genesee Valley Chapter of the New York Civil Liberties Union has filed a Freedom of Information Act request for further information and also held a forum on public education and religious freedom which Anne attended and which included such speakers as the mother of a Greece student and representatives of Gay, Lesbian, and Straight Education Network (GLSEN). Members of the local chapter of PFLAG: Parents, Families, and Friends of Lesbians and Gays and of Interfaith Advocates are writing letters to the Greece school board in protest. Anne has been trying to obtain an appointment with Julia Van Orman, the president of the Greece school board, who started the faith-based committee. Anne noted that Greece is the largest school district in the Rochester area and the ninth largest in New York State, yet a lawsuit has been brought against the district because it has only nine African-American teachers out of a total of about 2,000 teachers in a town whose overall population is 20% African-American.

Anne asked whether the Pride at Work members would be willing to write a letter to the Greece school board about such concerns as the fears of tenured teachers about coming out in the workplace and the connection between silence and oppression, and encourage the board to institute policies for the full inclusion of all minorities. Pride at Work does have members from school-related unions, including NYSUT and the Public Employees Federation.

Tom suggested contacting the union officers in Greece to see what they would like us to do to help the cause, rather than going off on our own as Pride at Work. He recommended finding out from Jo Melecca-Voigt, Tom Gillette, or Linda Donahue who the key players are and which unions represent the Greece school employees.

B. **Candidate for President of CSEA Local 828:**
Bess is running for the presidency of CSEA Local 828 and handed out cards with the slate of her fellow candidates.

X. Additional Action Item:
Bess suggested scheduling in-district meetings with our State Senators. Tom reported he had suggested to Jim Bertolone and Aron Reina that one of them write a letter from the Rochester & Genesee Valley Area Labor Federation, but they in turn suggested Bess do so. Bess stated she will talk about marriage equality at the Rochester Labor Council meeting next week and mention State Senator Joseph Robach's support for civil unions.

IX. Adjournment:
Motion: Moved to adjourn at 7:00 PM.
M/S: Passed unanimously.

Next meeting date: Thursday, June 4, at 5:30 PM at 167 Flanders St. (Judy is excused)

Rochester-Finger Lakes Chapter of Pride at Work Action Items
May 2009

Action Item	Board Member Responsible	Timeline
Write thank you letters to Ove and Tom	Deb	ASAP
Email one another to sign up for shifts for staffing the Pride Picnic information table	everyone	Before the Picnic
Write funding request letters to unions	Deb	
Finish membership review	Carol	For June report to national

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
June 11, 2009
5:30-7:00 PM
(Proposed)

Present: Judy Johnson, Dawn Lepard, Deb Mohr, Karen Monast, Tom Privitere, Anne Tischer, Bess Watts (President), Mary Ann Sanford.
Excused: Ove Overmyer, Nina Randazza, Carol Trapasso.

I. Welcome and Introductions
Bess announced that Nina and Carol need to pull back from Pride at Work for a while because their schedule is overwhelming.

II. Review Agenda:
Motion: Moved to approve.
M/S: Passed unanimously.

III. Review of Minutes:
Motion: Moved to approve the minutes of the meeting of May 7, 2009, as amended.
Discussion: Karen attended the last meeting as a visitor, not a new member (amendment). Deb has not completed her tasks from the previous meeting.
M/S: Passed unanimously.

IV. President's Report:
A. UCP Training Review:
Bess thought the training was a success, with lots of good reviews; many CSEA members attended the session. The only complaint was that too much paper was used. Bess thinks Pride at Work should pay for meals for a guest speaker and his/her partner for any future training sessions.

B. NYS AFL-CIO Diversity Conference:
Bess attended the conference, which made her realize the need for education about GLBT issues. The discussion of Resolution 2 about increasing the diversity of union leaders mentioned sexual orientation but not in the context of hiring. There was discussion about reaching out to faith-based institutions. Bess responded to this with the issue of potential homophobia but did not feel heard. Tom pointed out we are relatively new to the labor table as a constituency group so we need to catch up and have to keep standing up to get noticed. A good discussion followed.

C. Handouts:
Nina published an article titled "Hepatitis B Dosing for Infants." Jim Bertolone wrote a great letter to the editor about marriage equality in response to a request from Bess and Tom.

Motion: Moved to support the Federation of Social Workers golf tournament with a $100 donation as a "hole sponsor."
Discussion: The Federation of Social Workers is holding its charity benefit golf tournament soon. "Hole sponsors" can donate $100 to have the organization's name on a hole and in the event program.
M/S: Passed unanimously.

V. Treasurer's Report
Carol has resigned as treasurer. Bess asked if there were any volunteers to replace her but no one responded.

VI. Membership Review: Tabled until the next meeting.

VII. Gay Pride Week Parade & Picnic

The parade theme is "Your Rights, Our Rights, Human Rights." We agreed we want to emphasize labor and its contributions to GLBT civil rights in the float this year. Anne suggested making picket signs to be arranged around the cake float we saved from last year's parade. She will try to obtain a truck or trailer; Dawn mentioned a friend who might lend a trailer. Anne will sketch some possible designs for us to review and get the materials so we can set a date to assemble the float. Anne and Deb will research people and images to use.

Bess noted we will have an information table at the Pride Picnic and need to sign up for time slots for staffing it. Judy volunteered to cover the first hour. Tom asked whether the national Pride at Work office might have things we could give out.

Motion: Moved to authorize up to $50 to buy buttons or other items to give out at the Pride Picnic.
Discussion: Bess will research what might be available from the national office.
M/S: Passed (6 in favor; 1 opposed).

VI. Good of All:

Bess asked us to save the date of July 26 for a "blue-collar fundraiser" for Harry Bronson's campaign for re-election to the Monroe County Legislature at Anne's and her house from 1-4 PM (the suggested minimum donation is $25). Anne reminded us that we can attend events and ask about issues but we do not endorse any political candidates.

Anne reported she and several others plan to meet with the Greece Superintendent of Schools about the faith-based services directory. They have contacted the American Civil Liberties Union and a parent and student have met with the superintendent to present the viewpoint of GLBT students. They plan to hold a community forum in September about the separation of church and state.

XIV. Adjournment:

Motion: Moved to adjourn at 6:50 PM.
M/S: Passed unanimously.

Next meeting date: Pride Parade preparations at Anne's and Bess's house (3 Rossmore St., Gates), on Sunday, July 5,

Rochester-Finger Lakes Chapter of Pride at Work Action Items
June 2009

Action Item	Board Member Responsible	Timeline
Write thank you letters to Ove and Tom	Deb	Past due
Email one another to sign up for shifts for staffing the Pride Picnic information table	Everyone	ASAP
Write funding request letters to unions	Deb	ASAP
Finish membership review	?	For June report to nationa
Prepare for Pride Parade float assembly	Anne (Deb will help research people)	For July 5
Look into any free items available from the national office to give out at the Pride Picnic	Bess	For July 19

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
August 6, 2009
5:30-7:00 PM
(Proposed)

I. Review Agenda:
Motion: Moved to approve.
M/S: Passed unanimously.

II. Review of Minutes:
Motion: Moved to approve the minutes of the meeting of June 11, 2009.
Discussion: The following tasks have not been completed:
- Thank you letters to Tom and Ove for their work on the PAW dinner (Deb). Bess thanked Tom in person during the meeting
- Writing and sending funding request letters (Deb)
- Obtaining free items from the PAW national office (Bess). Bess decided not to do this because of dismay at what she considered unfair labor practices by the PAW board toward Sandra Telep

M/S: Passed unanimously.

III. President's Report:
A. Gay Pride Parade/Picnic:
Bess noted there was no PAW group in the Pride Parade because of members' other commitments and illnesses, but PAW was represented at the Pride Picnic, which went well.

B. Pride at Work Convention:
Bess and Tom will not be able to attend the convention on September 11-13 because it conflicts with their own unions' conventions. Bess asked anyone who planned to attend the PAW Convention to let her know.

C. Save the Dates:
The Labor Day Parade takes place on September 7, so we will not meet in September other than to prepare for and participate in the parade.

D. Handouts:
Bess had a guest essay published in the Democrat & Chronicle.

Tom announced Kirsten Gillibrand plans to hold a hearing about the "Don't Ask, Don't Tell" policy that prohibits openly gay people's serving in the US military. Eric Massa is spearheading a House drive to repeal the policy and will also hold a meeting about health care reform in Honeoye Falls.

Action items include calling Senators Schumer and Gillibrand to support passage of ENDA using the "talking points" listed on the handout about this.

IV. Treasurer's Report
Bess noted we have a balance of $1089 in our bank account. John Garlock asked PAW to sponsor the Rochester Labor Council's Labor Film Series, which would entitle us to some free tickets to the series.

Motion: Moved to approve the $50 sponsorship fee for the Labor Film Series.
M/S: Passed unanimously.

VII. Labor Day Parade
We plan to participate in the parade, for which the theme is the Employee Free Choice Act. Dawn agreed to attend the parade planning meetings for Bess. Bess and Judy will be marching with the CSEA Local. Tom announced he does not intend to run for re-election as PAW Vice President due to other commitments. Dawn has been collecting brightly colored hardhats which we can decorate with union stickers and has arranged for a trailer and the Saturn to pull it. Anne described her float idea, which the group approved. Dawn will arrange for the trailer to be brought to Anne's and Bess's house on August 30 or 31, at which point help will be needed to set up the float.

Tom suggested that the October PAW meeting focus on membership building and an outreach program, and that we need strategic goals for educating and building the membership. He noted opportunities such as the appointment of the new Rochester Police Department and Sheriff's Office liaisons to the GLBT community, and suggested CSEA

members might be a good target for growth.

VI. Good of All:
Bess reminded us that CSEA members are eligible for tickets to Seabreeze Amusement Park on Labor Day. Tom announced there will be a tea dance to benefit the GAGV's Anti-Violence Project at Ryan's Alley on Sunday, August 16, starting at 2 PM, with tickets $20 or $25 at the door.

XIV. Adjournment:
Motion: Moved to adjourn at 6:25 PM.
M/S: Passed unanimously.

Next meeting date: Labor Day Parade preparations at Anne's and Bess's house (3 Rossmore St., Gates), on a date to be announced via email

Rochester-Finger Lakes Chapter of Pride at Work Action Items
August 2009

Action Item	Board Member Responsible	Timeline
Let Bess know if you plan to attend the PAW Convention	Bess	ASAP

Rochester-Finger Lakes Chapter of Pride at Work
Meeting Minutes
October 1, 2009
5:30-7:00 PM
(Proposed)

Present: Judy Johnson, Dawn Lepard, Deb Mohr, Todd Plank, Sheilah Sable (guest), Anne Tischer, Bess Watts (President), Mary Ann Sanford.
Excused: Ove Overmyer, Tom Privitere.

I. Review Agenda:
Motion: Moved to approve.
M/S: Passed unanimously.

II. Review of Minutes: Tabled to next meeting.

III. President's Report:
A. CSEA ADM:
Bess reported CSEA had passed resolutions in support of marriage equality and the Dignity for All Students Act at its recent statewide convention. Four resolutions for marriage equality were proposed, but the one Ove wrote and the Women's Committee proposed ultimately passed. Bess spoke in support of the resolutions at the convention and distributed copies of her speech to us during the meeting. Judy also served as a delegate. Three of the six members of the CSEA Local's Executive Board are gay or lesbian. Sheilah, Upstate Director of Pride in Action for Empire State Pride Agenda, asked whether she could include the text of the speech in her newsletter. She emphasized the need to support marriage equality because it would be coming up for debate soon in the New York State Senate.

Bess added that CSEA had its first GLBT caucus, which was well-attended, at the convention, largely thanks to Mary Sullivan, who has been very supportive. Bess noted that Mary Malone's partner of 28 years died the Friday of the convention; Bess attended the calling hours.

B. Pride at Work Upstate Chapter:
Sheilah and others from ESPA are forming an Upstate Pride chapter of Pride at Work based in Albany. The organizers asked Bess for a copy of our bylaws and the research she had done about other chapters' bylaws. The new chapter has a committee of eight people to write its bylaws and has identified about 20 people who are interested in joining.

C. Save the Dates:
The Image Out Film Festival takes place in Rochester from October 9-18. The National Equality March will be held in Washington, DC, on October 11, which is National Coming Out Day.

D. Handouts:
Bess distributed copies of handouts which included:
- The national AFL-CIO resolution on diversity, including LGBT people
- The GLBT History Month homepage, which features a different person each day
- A New York Times article about a Florida court decision that hospital trauma centers do not have to allow visitors, from a case where a woman's same-sex partner and children were not allowed to visit her while she was dying
- A letter Anne wrote to the Greece Central School District Board to protest the establishment of a Christian-based committee, which as a result was changed to a non-sectarian committee with a GLBT representative (and planned school prayer teams were cancelled upon their attorney's advice)

IV. Treasurer's Report
Bess wrote two checks, one to the Labor Lyceum and one for an ad for PAW in the program for the Federation of Social Workers' fiftieth anniversary celebration. She also paid $25 for use of the trailer for the Labor Day Parade.

VII. Labor Day Parade
Anne noted the Rochester Civil Rights Front was represented in the parade; they have organized the Big Gay Wedding for 4 PM tomorrow. Dawn heard more applause for our float than last year, to which Bess responded that PAW's being "out there" and supporting others' events has paid off. She has posted photos of the parade at Prideatwork.blogspot.com and on Dawn's spouse's website. She thanked Dawn for providing the rainbow hardhats and arranging for the trailer. The float, titled The Legacy of Labor, featured signs that listed the benefits unions have

won for workers through the years. She added that next year is CSEA's 100th anniversary.

VI. Good of All:
We went around the table to give everyone an opportunity for announcements.

Anne would like us to do membership outreach and fundraising. She would like to brainstorm about possible functions, such as a social "meet and greet" and a dance, possibly in January, to which we can formally invite people who have expressed interest in PAW. Todd suggested a joint affair with Out and Equal, since Michael Harding has good ideas and they already have a monthly networking event set up. Anne noted that Tawa Pano Unity Fellowship Church is holding a drag show and "meet and greet" at Muther's. Bess suggested working with the Next Generation group of under-40 union members to attract new people. Anne emphasized the need for phone banking for political campaigns, although PAW does not endorse individual candidates. She added that hate websites are linking SEIU to ACORN to disparage both at once.

Sheilah gave an ESPA update. ESPA has a multipronged strategy to support the New York State marriage equality bill, including continued phone-banking with various targets around the state, as well as focused pressure on the sponsor of the marriage equality bill, Senator Tom Duane, to lead the push for a vote. More than 2,000 letters in support of marriage equality have been collected for delivery to Senators Duane and Antoine Thompson. Sheilah added that ESPA is still working on GENDA, which does not appear to be on the Senate's radar; an ESPA strategy meeting in November will include CSEA. Sheilah needs people to do remote phone banking from home to call 5,000 people by next week to ask them to call Senator Duane. Sheilah said ESPA is focused on getting the Senate to vote, not on changing New Yorkers' viewpoints, as ESPA thinks there are enough votes to pass the bill.

Anne is helping to plan ACT UP-like activities for the Rochester Civil Rights Front for after the March for Equality, so asked everyone to let her know of activities around the state. Todd suggested having the New York Civil Liberties Union hold a workshop on civil disobedience for them so they know their rights. He added that ESPA's tactics change weekly and that he can let the CRF know where their efforts will be most helpful.

XIV. Adjournment:
Motion: Moved to adjourn at 6:40 PM.
M/S: Passed unanimously.

Next meeting date: to be determined – subsequently set for Thursday, February 4, 2010, at 5:30 PM at 167 Flanders St.

Rochester-Finger Lakes Chapter of Pride at Work Action Items
October 2009

Action Item	Board Member Responsible	Timeline
Help with phone banking in support of the New York State marriage equality bill	All chapter members	ASAP